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Financing of the African Union-United Nations Hybrid Operation in Darfur

Budget for the African Union-United Nations Hybrid Operation in Darfur for the period from 1 July 2014 to 30 June 2015

Report of the Secretary-General

Contents

		Page
I.	Mandate and planned results	6
	A. Overall	6
	B. Planning assumptions and mission support initiatives	8
	C. Regional mission cooperation	13
	D. Partnerships and country team coordination	14
	E. Results-based-budgeting frameworks	15
	F. Regional Service Centre in Entebbe	59
II.	Financial resources	68
	A. Overall	68
	B. Non-budgeted contributions	69
	C. Efficiency gains	69
	D. Vacancy factors	69
	E. Contingent-owned equipment: major equipment and self-sustainment	70
	F. Training	71
	G. Disarmament, demobilization and reintegration	72

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H. Mine detection and mine-clearing services 73
I. Quick-impact projects 74
J. Regional Service Centre in Entebbe: financial resources 75
III. Analysis of variances 76
IV. Actions to be taken by the General Assembly 80
V. Summary of follow-up action taken to implement the decisions and requests made by the General Assembly in its resolution 67/284 and requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the General Assembly 81
A. General Assembly 81
B. Advisory Committee on Administrative and Budgetary Questions 82
Annexes
I. Definitions 86
II. Organization charts 88
Map 94

Summary

The present report contains the budget for the African Union-United Nations Hybrid Operation in Darfur (UNAMID) for the period from 1 July 2014 to 30 June 2015, which amounts to $1,244,690,000.

Pursuant to Security Council resolution 2063 (2012), UNAMID uniformed personnel will be reconfigured and the number of troops will be reduced over a period of 12-18 months that started in August 2012. UNAMID will be carrying out its mandate in 2014/15 with the maximum approved troop strength of 16,200 military personnel (including 260 military observers and 15,940 contingent personnel), 2,310 United Nations police officers and 2,380 formed police personnel. UNAMID will continue to adjust its civilian component as appropriate and will implement the recommendations of the civilian staffing review, resulting in a net reduction of 251 posts and positions (3 P-4, 17 P-3, 11 P-2, 34 Field Service, 6 National Professional Officer, 72 national General Service and 108 United Nations Volunteer), the conversion of 45 international posts (including 3 posts at the Regional Service Centre in Entebbe, Uganda) and 72 United Nations Volunteer positions to national posts and the reclassification of 2 P-4 posts to Field Service posts.

Within its mandate and deployed capabilities, UNAMID will focus its activities during the budget period on the following key priorities: (a) contributing to the protection of civilians in Darfur; (b) facilitating unhindered access for humanitarian assistance; (c) supporting the implementation of the Doha Document for Peace in Darfur, including the implementation of the framework for African Union and United Nations facilitation of the Darfur peace process; (d) facilitating the work of the United Nations country team and expert agencies relating to recovery and reconstruction in Darfur, through, inter alia, the provision of area security; and (e) promoting human rights, strengthening governance, supporting local-level conflict resolution and reconciliation and strengthening the rule of law.

The budget provides for the deployment of 260 military observers, 15,940 military contingent personnel, 2,310 United Nations police officers, 2,380 formed police personnel, 1,132 international staff, 3,058 national staff, 340 United Nations Volunteers and six Government-provided personnel.

The proposed budget of $1,244,690,000 represents a reduction of $90.6 million, or 6.8 per cent, compared with the appropriation of $1,335,248,000 for the 2013/14 period. The decrease is mainly attributable to reduced requirements for military and police personnel ($58.7 million) owing to the deployment of fewer military contingents and United Nations police personnel than planned and to the lower cost of rations. The overall decrease in requirements is also attributable to reduced requirements for civilian staff ($19.1 million), owing to the net reduction of 251 posts and positions, as well as to reduced requirements for operational costs ($12.8 million), primarily due to the reconfiguration of air transportation assets and the reduction of three aircraft.

The total resource requirements for UNAMID for the financial period from 1 July 2014 to 30 June 2015 have been linked to the Operation's objective through a number of results-based frameworks, organized by component (peace process; security; rule of law, governance and human rights; humanitarian liaison and recovery; and support). The human resources of the Operation in terms of number of

personnel have been attributed to the individual components, with the exception of the Operation's executive direction and management, which can be attributed to the Operation as a whole.

The explanations of variances in the levels of both human and financial resources have been linked, where applicable, to specific outputs planned by the Operation.

Financial resources

(Thousands of United States dollars; budget year is from 1 July to 30 June)

Category	*Expenditures[a] (2012/13)*	*Apportionment[a] (2013/14)*	*Cost estimates (2014/15)*	*Variance*	
				Amount	*Percentage*
Military and police personnel	737 990.9	665 808.1	607 123.2	(58 684.9)	(8.8)
Civilian personnel	294 802.6	284 045.4	264 935.1	(19 110.3)	(6.7)
Operational costs	382 928.5	385 394.5	372 631.7	(12 762.8)	(3.3)
Gross requirements	**1 415 722.0**	**1 335 248.0**	**1 244 690.0**	**(90 558.0)**	**(6.8)**
Staff assessment income	23 095.6	23 392.7	22 286.7	(1 106.0)	(4.7)
Net requirements	**1 392 626.4**	**1 311 855.3**	**1 222 403.3**	**(89 452.0)**	**(6.8)**
Voluntary contributions in kind (budgeted)	–	–	–	–	–
Total requirements	**1 415 722.0**	**1 335 248.0**	**1 244 690.0**	**(90 558.0)**	**(6.8)**

[a] Reflects the realignment of resources for Government-provided personnel from the operational costs group of expenditure to the civilian personnel group, and the realignment of resources for the self-sustainment of uniformed personnel from the operational costs group to the military and police personnel group.

Human resources[a]

	Military observers	*Military contingents*	*United Nations police*	*Formed police units*	*International staff*	*National staff*[b]	*Temporary position*[c]	*United Nations Volunteers*	*Government-provided personnel*	*Total*
Executive direction and management										
Approved 2013/14	–	–	–	–	56	44	–	3	–	**103**
Proposed 2014/15	–	–	–	–	61	49	–	3	–	**113**
Components										
Peace process										
Approved 2013/14	–	–	–	–	98	154	22	17	–	**291**
Proposed 2014/15	–	–	–	–	92	154	22	15	–	**283**
Security										
Approved 2013/14	260	15 940	2 310	2 380	37	348	–	3	–	**21 283**
Proposed 2014/15	260	15 940	2 310	2 380	36	348	–	5	–	**21 279**
Rule of law, governance and human rights										
Approved 2013/14	–	–	–	–	81	157	–	39	6	**283**
Proposed 2014/15	–	–	–	–	69	151	–	19	6	**245**
Humanitarian liaison and recovery										
Approved 2013/14	–	–	–	–	23	18	–	8	–	**49**
Proposed 2014/15	–	–	–	–	18	15	–	5	–	**38**
Support[d]										
Approved 2013/14	–	–	–	–	869	2 245	3	445	–	**3 562**
Proposed 2014/15	–	–	–	–	761	2 204	98	293	–	**3 356**
Regional Service Centre in Entebbe										
Approved 2013/14	–	–	–	–	57	49	–	–	–	**106**
Proposed 2014/15	–	–	–	–	59	53	–	–	–	**112**
Total										
Approved 2013/14	260	15 940	2 310	2 380	1 221	3 015	25	520	6	**25 677**
Proposed 2014/15	260	15 940	2 310	2 380	1 096	2 974	120	340	6	**25 426**
Net change	–	–	–	–	**(125)**	**(41)**	**95**	**(180)**	–	**(251)**

[a] Represents highest level of authorized/proposed strength.
[b] Includes National Professional Officers and national General Service staff.
[c] Funded under general temporary assistance.
[d] Includes one P-5 post (Senior Field Security Coordination Officer) funded through a cost-sharing arrangement with the United Nations country team.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

A. Overall

1. The mandate of the African Union-United Nations Hybrid Operation in Darfur (UNAMID) was established by the Security Council in its resolution 1769 (2007). The most recent extension of the mandate was authorized by the Council in its resolution 2113 (2013), by which the Council extended the mandate until 31 August 2014.

2. The Operation is mandated to help the Security Council to achieve an overall objective, namely, a lasting political solution and sustained security in Darfur.

3. Within that overall objective, UNAMID will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. These frameworks are organized according to components (peace process; security; rule of law, governance and human rights; humanitarian liaison and recovery; and support), which are derived from the mandate of the Operation.

4. The expected accomplishments would lead to the fulfilment of the Security Council objective within the lifetime of the Operation, and the indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The human resources of UNAMID in terms of number of personnel have been attributed to the individual components, with the exception of the Operation's executive direction and management, which can be attributed to the Operation as a whole. Variances in the number of personnel compared with the 2013/14 budget, including reclassifications, have been explained under the respective components.

5. Unity of command and control and a single chain of command are enshrined in the Operation's reporting structure, whereby the Joint Special Representative of the Chairperson of the African Union Commission and of the Secretary-General of the United Nations has overall authority over UNAMID, oversees the implementation of its mandate and is responsible for the Operation's management and functioning, with principal support provided by two deputy joint special representatives, the Force Commander and the Police Commissioner.

6. In order to better align the UNAMID structure with the demands of its mandate, while at the same time bringing it closer to the structures of other multidimensional operations and refining a number of aspects in the UNAMID chain of command and communication, it is proposed that the two deputies be renamed as follows: Deputy Joint Special Representative (Pillar I) and Deputy Joint Special Representative (Pillar II).

7. The Deputy Joint Special Representative (Pillar I) would be responsible for protection strategy and coordination (including HIV/AIDS and gender), humanitarian coordination, human rights, communications and public information, disarmament, demobilization and reintegration, and child protection.

8. The Deputy Joint Special Representative (Pillar II) would be responsible for the Civil Affairs Section (including local mediation), the Rule of Law, Judicial System and Prison Advisory Section, the Ordnance Disposal Office and the Police Division.

9. The Office of the Chief of Staff, the Political Affairs Division, the Joint Support Coordination Mechanism and the Joint Mediation Support Team will report directly to the Joint Special Representative. In addition, the Office of Legal Affairs and the Security and Safety Section, which used to report to the Deputy Joint Special Representative (Operations and Management), will report directly to the Joint Special Representative.

10. The Joint Special Representative implements the strategic directives issued by the United Nations Under-Secretary-General for Peacekeeping Operations and the African Union Commissioner for Peace and Security and reports, through them, to the Secretary-General and the Chairperson of the African Union Commission, respectively. In accordance with the Abuja communiqué, the Force Commander and the Police Commissioner, both appointed by the African Union in consultation with the United Nations, report to the Joint Special Representative and exercise command and control over the military and police activities of the hybrid operation.

11. The Joint Mediation Support Team is supported by UNAMID. The Joint Special Representative, in his capacity as Joint Chief Mediator ad interim, is the head of the Team and reports to the Secretary-General through the Under-Secretary-General for Peacekeeping Operations and to the Chairperson of the African Union Commission through the Commissioner for Peace and Security. The Joint Chief Mediator maintains close liaison with the Special Envoy of the Secretary-General for the Sudan and South Sudan and other relevant stakeholders. The Joint Chief Mediator is entrusted with the African Union/United Nations-led political process and mediation efforts between the parties to the Darfur conflict, with a view to achieving a comprehensive political solution to the conflict. The Political Affairs Division, which reports directly to the Joint Special Representative and the Joint Chief Mediator, will incorporate the functions of the Joint Mediation Support Team, as well as those associated with the Darfur-Darfur and the Darfur internal dialogue and consultation processes.

12. The overall management of UNAMID is carried out on the basis of United Nations standards, principles and established practices. Backstopping and command and control structures for the Operation are provided by the United Nations. The Joint Support and Coordination Mechanism, which has its own staff and is located in Addis Ababa, is tasked with liaison between the Department of Peacekeeping Operations of the United Nations Secretariat and the Peace and Security Department of the African Union on matters related to the overall deployment of UNAMID in Darfur. All command and control structures and the main offices of the Operation are located in Darfur.

13. The Operation is organized into five sectors, with leadership and direction throughout the mission area provided from its headquarters, in El Fasher. Five regional offices, located in El Fasher (co-located with the mission headquarters), Nyala, El Geneina, Zalingei and Al Da'ein, supervise and coordinate operations in Northern, Southern, Western, Central and Eastern Darfur States, respectively. The regional offices have a high degree of day-to-day management responsibility within the policy framework developed jointly with the Operation's senior management team. The heads of the regional offices report to the Joint Special Representative through the Chief of Staff. The Operation has also established offices in key locations outside Darfur, including the Khartoum Liaison Office and the Joint Support and Coordination Mechanism in Addis Ababa. Personnel from the military

and police components maintain close liaison, communication and coordination with the United Nations Mission in South Sudan (UNMISS) and the United Nations Interim Security Force for Abyei (UNISFA), as appropriate to their respective mandates.

B. Planning assumptions and mission support initiatives

14. During the budget period, UNAMID will, within its mandate and deployed capabilities, continue to focus its activities on the following key priorities: (a) contributing to the protection of civilians in Darfur; (b) facilitating unhindered access for humanitarian assistance; (c) supporting the implementation of the Doha Document for Peace in Darfur, including the implementation of the framework for African Union and United Nations facilitation of the Darfur peace process; (d) facilitating the work of the United Nations country team and expert agencies on recovery and reconstruction in Darfur, through, inter alia, the provision of area security; and (e) promoting human rights, strengthening governance, supporting local-level conflict resolution and reconciliation and strengthening the rule of law.

15. Pursuant to Security Council resolution 2063 (2012), the UNAMID uniformed personnel will be reconfigured and the number of uniformed personnel will be reduced over a period of 12-18 months that started in August 2012. The Operation's maximum authorized troop strength in 2014/15 will be of 16,200 military personnel (including 260 military observers and 15,940 contingent personnel), 2,310 United Nations police officers and 2,380 formed police personnel.

16. To ensure that UNAMID staffing structures and capacities continue to evolve over the life cycle of the Operation, reflect its strategic priorities and support the implementation of its mandate, the level of civilian staffing too will be reduced. That decision reflects the results of a comprehensive civilian staffing review that was conducted in August 2013 pursuant to General Assembly resolution 66/264. In the review, particular attention was paid to the feasibility of nationalizing Field Service posts and rebalancing the ratio of substantive to support staff, in particular in cases of a significant change in mandate or authorized force levels, to ensure that the civilian capacity (non-uniformed civilian individuals) is appropriate to effectively implement the current mission mandate and that it reflects staffing best practices in other missions. The review concentrated on four main areas: excess capacity, nationalization of functions, outsourcing of operations and cooperation with the United Nations country team in all areas. The recommendations arising from the review will be implemented in a phased manner by June 2017. In addition to the reduction in staffing levels made in 2013/14 (497 posts and positions), UNAMID proposes the reduction of 251 posts and positions in 2014/15 and even further reductions after that, to be reflected in the 2015/16 and 2016/17 budgets. It is envisaged that many of these reductions may be achieved through natural processes, including through the reassignment of international staff, agreed termination, early retirement and the abolishment of posts that have been vacant for two years or longer. The Security Council has requested that a comprehensive review of the progress made by UNAMID towards achieving its mandate be conducted by 28 February 2014, which may have an impact on staffing. Unless the comprehensive review leads to major revisions to the mandate, it is expected that the recommendations of the civilian staffing review can be incorporated into the other review.

17. The Operation will continue to enhance the security and protection of civilians throughout Darfur through the implementation of a mission-wide early warning strategy. The military component will continue to maintain its presence in the five Darfur states, covering 34 team sites; it will also be reconfigured to maintain sufficient troops in identified high-risk areas and potential flashpoints within the area of operations. This will entail robust long-range and confidence-building patrolling, aerial reconnaissance with utility helicopters and the employment of sector/force reserves to ensure freedom of movement for civilians, humanitarian persons and convoys to communities requiring assistance, as well as to facilitate the return of internally displaced persons and refugees to their place of origin or resettlement.

18. The military component will continue to operate liaison offices and deploy military liaison officers in Eastern and Central Darfur states to perform liaison and coordination functions with the Government of the Sudan, local political authorities and sector/force headquarters. The police component will operate from five sectors (the extant three sectors plus an additional two in the new Eastern and Central states). Formed police units and police advisers will conduct community policing from 36 team sites to support activities aimed at mainstreaming gender into local police structures, policies and processes at established gender desks in Government of the Sudan family and child protection units. They will conduct capacity-building training sessions on crime prevention, reporting and investigations related to the protection of women and children and international police standard operating procedures for police of the Government of the Sudan. In addition, the police component will maintain liaison with local authorities and police personnel of signatories to the Doha Document for Peace in Darfur and provide training for community policing volunteers. It will complement the force with visible security patrols 24 hours a day, 7 days a week, to enhance the security of camps for internally displaced persons and adjacent areas, and undertake monitoring, observing and reporting on the parties' compliance with the ceasefire arrangements.

19. The Operation will continue to facilitate periodic forums for both state and civil society stakeholders to discuss the Doha Document for Peace in Darfur and progress in its implementation. In its capacity as secretariat, UNAMID will prepare the ground for the Darfur internal dialogue and consultation. The Operation will also invigorate its support to civil society in Darfur through mobilization and capacity development for effective engagement in the peace process, particularly with regard to the implementation of the Doha Document. In addition, it will increase its efforts to further enhance local-level and traditional reconciliation mechanisms in mitigating non-political conflicts and in promoting social cohesion and a culture of peace.

20. The Operation will continue to monitor the situation in Darfur and to provide updates and communicate information on that situation, both locally and internationally, by disseminating its various news products through the Operation's website, social media and community outreach programmes, and by using the platform for photographs and audiovisual material at its disposal in Darfur and beyond.

21. The Operation will continue to contribute to reducing the number of incidents related to the protection of civilians — in line with its protection of civilians strategy, its patrolling strategy and its early warning and response mechanism — in

cooperation with the Darfur Protection Cluster Group, led by the Office of the United Nations High Commissioner for Refugees (UNHCR), while facilitating the provision of humanitarian assistance and unhindered access to people in need. UNAMID will also facilitate the voluntary and sustainable return of refugees and internally displaced persons to their locations of origin to promote normality in Darfur and the work of the United Nations country team and expert agencies in Darfur through, inter alia, the provision of area security.

22. The Operation will continue to provide technical mine action advice, coordination and operational capacity to support the Doha Document for Peace in Darfur. Major activities will include capacity development, accreditation, survey, marking, clearance, explosive ordnance disposal, weapons and ammunition management, risk education and the gathering of data on victims of unexploded ordnance accidents.

23. The Operation, in collaboration with the Government of the Sudan and relevant United Nations partners, international and Darfuri civil society representatives and native authorities, will promote the mainstreaming and development of strategies for addressing sexual and gender-based violence and the protection of children in armed conflict. Similarly, the Operation will contribute to the implementation of Security Council resolutions on children in armed conflict and maintain dialogue with the armed forces and armed groups with a view to ensuring their commitment to action plans aimed at ending the recruitment and use of child soldiers and other grave violations against children.

24. The Operation will continue to monitor and report on human rights and protection concerns, particularly sexual and gender-based violence, and to engage with the parties on their compliance with their obligations under international human rights and humanitarian law. UNAMID, in collaboration with the United Nations country team and in close consultation with the Sudanese authorities, will provide support and continue to contribute to an independent judiciary and prison system to tackle impunity, improve delivery of services and build public confidence in the justice system by monitoring and reporting human rights violations and abuses (including serious violations of international human rights and humanitarian law), and through the development and consolidation of a legal framework for the establishment and functioning of human rights and transitional justice mechanisms as set forth in the Doha Document for Peace in Darfur. In collaboration with the United Nations Development Programme (UNDP), the Operation will build on its past contributions towards the promotion of the rule of law.

25. UNAMID will continue to provide support to the Darfur Regional Authority and conduct weekly coordination meetings with the Authority's institutions in El Fasher to discuss challenges faced by these institutions and to identify ways forward. The Operation will also provide logistical support and engage technical experts for capacity-building workshops organized for the regional institutions of Darfur.

26. UNAMID operations will be carried out from five sector headquarters, including the mission headquarters, which are located at El Fasher, and from 29 team sites. In addition, the Operation will continue to maintain four remote offices in Khartoum, Port Sudan, Addis Ababa and Doha. Khartoum will continue to serve as major hub for all passenger and cargo movements by air, given that it is the only port of entry. As part of global field support strategy initiatives, UNAMID will

also continue to support the Regional Service Centre in Entebbe, Uganda, in processing all non-location-based transactions (these are mainly related to finance, human resources and information and communications technology).

27. UNAMID will continue to expedite recruitment and fill all vacant international and national posts, taking into account the results of the review of civilian personnel, by relying on rosters, enhanced outreach and improved staff welfare to attract and retain staff. The Operation will implement the recommendations of the comprehensive civilian staffing review and will nationalize 42 international posts (excluding 3 posts in the Regional Service Centre in Entebbe) and 72 United Nations Volunteer positions, thereby contributing to national capacity-building. The Operation will look into the feasibility of outsourcing certain operational functions, such as cleaning services and warehousing, with the aim of reducing the administrative costs associated with hiring and supervising and of increasing both the quality and reliability of services, as well as of providing opportunities for the local community.

28. With regard to multi-year projects, the construction of key buildings, such as offices and living quarters, has been completed. The outsourcing of major construction work will therefore be limited to a number of outstanding projects that are currently under way. In particular, provision is made in the 2014/15 budget for: (a) the construction of 4 of 8 remaining helipads, from a total of 34 planned helipads, to establish safe and smooth air operations throughout the mission area, helicopters being the only source of transportation to and from the team sites in Darfur ($2,000,000); (b) the construction, upon the recommendations of the Board of Auditors, of two of six warehouses (the remaining four are to be constructed during the 2015/16 period), and the implementation of a supply chain management structure within UNAMID ($1,700,000); (c) the construction during the 2014/15 period, as a pilot project, of two solar power plants, to contribute to reducing the carbon footprint in Darfur (the solar power plants will generate 120 kilowatts each and provide a clean, independent and environmentally friendly supply of power to two buildings located in the Operation's headquarters at El Fasher, thereby reducing the carbon footprint by minimizing dependence on fossil fuels as a primary source of power) — provision is made in the 2014/15 period to cover 50 per cent of the costs estimated for the full implementation of the pilot project ($1,000,000); the remaining 50 per cent will be included in the budget for the 2015/16 period; and (d) the construction of 3.5 km of asphalt road connecting the super-camp with the airport terminal in El Geneina, which will result in reduced travel time, subsequent fuel savings and reduced vehicle maintenance costs — provision is made in the 2014/15 period to cover 50 per cent of the total funding requirement for the project ($918,000), under the first phase of the project; the remaining 50 per cent, under the second phase, will be included in the 2015/16 budget period.

29. With regard to continued efforts by UNAMID to use water resources and dispose of garbage, as well as hazardous materials and items, more sustainably, the construction plan for the 2014/15 period will include: (a) the construction of one sanitary landfill in El Geneina and 10 controlled tipping sites in 10 team sites for the safe disposal of solid wastes ($1,500,000); (b) the drilling of 10 boreholes to reduce the Operation's dependence on local vendors for water ($900,000); (c) the construction of one *dam* and one *hafir* ($900,000); and (d) the construction of rainwater catchment systems on roofs ($225,000).

30. With the aim of mitigating the environmental impact of its activities, UNAMID will continue to adopt environmentally friendly construction techniques, including by decreasing its reliance on timber and oven-fired bricks, and to make changes in terms of fuel consumption, for example by relying more on solar power. All electric water heaters installed in ablution units will be replaced with 300 solar-powered water heaters. The installation of 40 solar-powered pumps, complete with solar and control panels, will also be completed during the 2014/15 period as part of the environmental initiatives launched during the 2010/11 period. In addition, 400,000 trees will be planted to achieve the mission target of 1,000,000 trees by December 2014.

31. The in-house generation of sufficient and affordable electricity will remain one of the key priorities to ensure an adequate and uninterrupted supply of power to all facilities and equipment installed throughout the mission area. In order to meet the need to replace generators because of their age and the frequent wear and tear they have undergone owing to harsh weather conditions, while affirming its commitment to environmentally friendly initiatives, the Operation plans to acquire six new high-capacity generators. The new generators will be synchronized with the existing structures in El Fasher and Nyala to produce electricity on a more economical scale and contribute to a reduction in fuel and lubricant consumption.

32. UNAMID will continue to implement a robust, reliable and secure information and communications technology environment to support core business activities by strengthening, stabilizing and improving the existing infrastructure and maintaining the integrity of services provided to mission clients. UNAMID will enhance its virtual private network services to allow for secure and reliable remote access on the Internet to internal information and communications technology services, including applications, messaging and other standard systems and services. UNAMID will continue to deploy unified communications solutions that will allow users to identify, locate and communicate with one another, seamlessly, over different devices, including desktop computers, cell phones and handheld and mobile computing devices such as smartphones and tablets. In an effort to maximize its resources, UNAMID will expand its videoconferencing services, move towards a complete virtualization of servers and introduce a virtual desktop infrastructure environment, as well as introduce cloud computing services to reach new levels of efficiency.

33. The Operation will continue to enhance preventive health measures through awareness-raising campaigns. It will also work towards predeployment screening and immunization with a view to reduce the cost of treating uniformed personnel in contracted hospitals. Drugs will be restricted to first- and second-line therapies, with limitations on the use of specialty drugs.

34. During the 2014/15 budget period, to meet its air transportation requirements, UNAMID will continue to capitalize on the optimum utilization of regional strategic transport resources provided by the Transportation and Movements Integrated Control Centre through its support concept, resulting in the reduction of two fixed-wing aircraft (LJ-60 and MD-83) and one rotary-wing (Mi-8) aircraft. The overall concept of support operations will now be based on a dedicated aviation fleet comprising 7 fixed-wing aircraft and 24 helicopters deployed throughout the mission area. For optimal utilization of air assets, it is proposed that military personnel from the Gambia, Kenya and Nigeria (Level II hospital) be rotated using

UNAMID-operated air assets, that personnel from Burkina Faso, Indonesia, Nepal, Nigeria, Senegal and the United Republic of Tanzania be rotated using United Nations long-term chartered aircraft (B-767), that personnel from Egypt, Ethiopia, Pakistan and Rwanda be rotated using government charters (letter of agreement) and that personnel from Mongolia, along with two new infantry battalions, be rotated using commercial charters.

35. In order to align the vehicle fleet with the deployed strength, the Operation plans to write off 137 vehicles and to transfer 195 vehicles to other peacekeeping missions during the 2014/15 period, bringing the total fleet strength down from 1,689 units (2013/14) to 1,357 units (2014/15). To ensure that all vehicles remain at optimum operational level, the Operation will continue to maintain five vehicle workshops (including 34 repair facilities in team sites) throughout the mission area.

C. Regional mission cooperation

36. The Joint Special Representative will continue to maintain communication, including through visits and periodic meetings, with the heads of other missions in the region, particularly UNMISS and UNISFA, to ensure complementarity of efforts. In this respect, the Operation's Joint Mission Analysis Centre will continue to hold forums every three months with counterparts in UNMISS and UNISFA to assess and analyse cross-border issues, with a view to ensuring a common understanding of the political and security situation as it affects Darfur, regional security and United Nations functions. Within existing capacities, the Operation will share with other missions in the region and with United Nations Headquarters information regarding the Lord's Resistance Army.

37. The Operation will continue to work closely with bilateral and multilateral donors, embassies and the Government of Qatar in favour of increased donor support for humanitarian action, the return and reintegration of displaced populations and the transition to post-conflict recovery and reconstruction in Darfur.

38. The Joint Support and Coordination Mechanism in Addis Ababa will continue to provide advice and support to the African Union Commission for the resolution of strategic and operational challenges and to facilitate information-sharing, communication and coordination between the United Nations, the African Union and troop- and police-contributing countries on issues related to UNAMID operations. The Mechanism will engage international stakeholders, including members of the African Union Peace and Security Council, the "friends of UNAMID" (Belgium, Canada, France, Germany, Italy, the United Kingdom of Great Britain and Northern Ireland and the United States of America), the special envoys of the permanent members of the Security Council and the European Union and other key stakeholders based in Addis Ababa, to facilitate the provision of support and contributions to UNAMID operations and the Darfur peace process.

39. In accordance with General Assembly resolution 64/269, the results-based-budgeting frameworks relating to the Regional Service Centre in Entebbe, as well as the UNAMID share for the Centre's post and non-post requirements for 2014/15 are reflected in the present report. The functions and related resources that were identified for transfer to the Regional Service Centre in Entebbe in 2012/13 and 2013/14 were: the check-in and check-out of field personnel; the processing of education grants; the operation of the Regional Training and Conference Centre; the

operation of the Transportation and Movement Integrated Control Centre; finance functions, including aspects of field-based payroll, payments, cashier and accounts; and human resources functions, including international recruitment, post management, and time and attendance. In addition, information and communications technology functions and related resources have been identified for transfer to the Regional Service Centre, for the establishment of a regional information and communications technology service. It is proposed that six more posts (1 D-1, 1 P-4, 3 Field Service and 1 national General Service) be redeployed from UNAMID to the Centre (see section I.E). The UNAMID share of the costs for the Centre amounts to $13,866,700 (see section II.J).

D. Partnerships and country team coordination

40. Pursuant to Security Council resolution 2063 (2012), the integrated strategic framework for United Nations system-wide support to the Doha Document for Peace in Darfur will continue to be the principal mechanism for coordinating the inter-agency executive and planning work of entities in the United Nations system. The framework, developed by UNAMID and the United Nations country team using a collaborative and integrated approach, sets out a common vision and strategy for partnerships for achieving peace consolidation through engagement with the Darfur Regional Authority and the Implementation Follow-up Commission of the Doha Document for Peace in Darfur. Accordingly, working closely with the United Nations country team, UNAMID will focus on the support-related priority areas identified in the following six categories of the framework: human rights and justice; governance and institutional capacity-building; early recovery, livelihoods and the environment; voluntary returns and durable solutions; ceasefire and security arrangements; and reconciliation. UNAMID will continue to conduct all its work in full consultation and coordination with the United Nations country team and other international and non-governmental actors through the integrated strategic framework mechanisms (the Darfur Strategic Policy Group and the Darfur Strategic Planning Team) for strategic guidance, planning support and information exchange in Darfur, as well as through the Integrated Mission Task Force as the principal mechanism for inter-agency coordination at headquarters. In particular, UNAMID and the United Nations country team will continue to co-chair the integrated strategic framework for the Darfur Recovery Working Group, which is the main platform for inter-agency planning and the implementation of early recovery and reconstruction activities in Darfur.

41. Within the framework of the memorandum of understanding among the International Organization for Migration (IOM), the United Nations and the Government of the Sudan and the letter of understanding between UNHCR and the Government of the Sudan, UNAMID will continue to strengthen the established structures for coordination between the Operation and the country team to support protection, humanitarian and recovery efforts at the national, regional and state levels.

42. The Resident and Humanitarian Coordinator for the Sudan continues to be the principal interface between UNAMID and the United Nations country team and will maintain liaison with the wider humanitarian community, work closely with and support the Joint Special Representative in fostering synergies and collaboration between the Operation and the agencies towards the achievement of a common

vision and the promotion of a "One United Nations" approach in Darfur. The Operation's Protection Strategy and Coordination Division will maintain strong liaison, coordination and dialogue among the Operation's components, the humanitarian community, relevant working groups, supporting financial institutions and the High-level Committee on Humanitarian Activities at the national level and among the inter-agency management groups at the regional level.

43. United Nations Headquarters, the African Union, the Government of the Sudan and UNAMID will continue to coordinate and share relevant information through the technical and strategic tripartite mechanism.

44. Collaboration and the coordination of efforts with the African Union Commission will be strengthened through the implementation of the framework for African Union and United Nations facilitation of the Darfur peace process. The framework is built on three pillars to be pursued simultaneously: (a) support to the signatory parties for the implementation of the Doha Document for Peace in Darfur; (b) engagement with the Government of the Sudan and non-signatory armed movements to promote negotiations; and (c) support for Darfur-based internal dialogue and consultations.

45. UNAMID will continue to perform monitoring, investigation and documentation activities, advocate on human rights issues, including the administration of justice, address impunity for human rights violations and abuses, support the building of the human rights capacity of both state and non-state institutions, and provide support to the work of the independent expert on the situation of human rights in the Sudan, including Darfur.

46. The Joint Support and Coordination Mechanism in Addis Ababa will continue to provide advice and support to the African Union Commission aimed at the resolution of strategic and operational challenges, facilitating information-sharing, communication and coordination among UNAMID, United Nations Headquarters, the African Union and troop- and police-contributing countries on issues related to the UNAMID mandate. The Mechanism will engage international stakeholders and other key stakeholders based in Addis Ababa to facilitate their support for and contributions to UNAMID operations and the Darfur peace process.

E. Results-based-budgeting frameworks

47. In order to facilitate the presentation of proposed changes in human resources, six categories of possible action with respect to staffing have been identified. Definition of the terms relating to the six categories are contained in annex I.A to the present report.

Executive direction and management

48. Overall mission direction and management are to be provided by the Office of the Joint Special Representative of the Chairperson of the African Union Commission and the Secretary-General. Under the Office of the Joint Special Representative is the Office of the Chief of Staff, which includes the Planning Unit, the Joint Operations Centre and the Joint Mission Analysis Centre. The Office of the Deputy Joint Special Representative (Pillar I), the Office of the Deputy Joint Special Representative (Pillar II) and the Office of Legal Affairs are also included under

executive direction and management, since outputs related to their responsibilities are reflected in more than one framework component.

49. Executive direction and management will ensure the implementation of the mandate of the Security Council in accordance with the logistical, financial and administrative principles of the United Nations. Executive direction and management will pursue policies aimed at enhancing collaboration with other United Nations entities in order to promote a "One United Nations" approach to peacebuilding, recovery and the reconstruction of Darfur. It will also ensure the welfare, safety and security of all United Nations staff and property throughout the Operation's area of responsibility. Executive management will support the Joint Mediation Support Team, the African Union High-level Implementation Panel and the Implementation Follow-up Commission of the Doha Document for Peace in Darfur to address, in a comprehensive and inclusive manner, the challenges of peace, justice and reconciliation in Darfur.

Table 1
Human resources: executive direction and management

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Joint Special Representative of the Chairperson of the African Union Commission and the Secretary-General									
Approved posts 2013/14	1	–	2	3	1	**7**	6	–	**13**
Proposed posts 2014/15	1	–	2	3	1	**7**	6	–	**13**
Net change	–	–	–	–	–	–	–	–	–
Office of the Chief of Staff (including the Planning Unit)									
Approved posts 2013/14	–	5	6	5	3	**19**	26	3	**48**
Proposed posts 2014/15	–	5	6	5	3	**19**	26	3	**48**
Net change	–	–	–	–	–	–	–	–	–
Office of Legal Affairs									
Approved posts 2013/14	–	1	3	3	1	**8**	3	–	**11**
Proposed posts 2014/15	–	1	3	2	1	**7**	4	–	**11**
Net change	–	–	–	**(1)**	–	**(1)**	**1**	–	–
Joint Operations Centre									
Approved posts 2013/14	–	–	4	4	1	**9**	3	–	**12**
Proposed posts 2014/15	–	–	4	4	1	**9**	3	–	**12**
Net change	–	–	–	–	–	–	–	–	–

	International staff								
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Joint Mission Analysis Centre									
Approved posts 2013/14	–	–	3	2	–	**5**	3	–	**8**
Proposed posts 2014/15	–	–	3	2	–	**5**	3	–	**8**
Net change	–	–	–	–	–	–	–	–	–
Office of the Deputy Joint Special Representative (Pillar I)									
Approved posts 2013/14	1	–	3	2	2	**8**	3	–	**11**
Proposed posts 2014/15	1	–	3	2	2	**8**	3	–	**11**
Net change	–	–	–	–	–	–	–	–	–
Office of the Deputy Joint Special Representative (Pillar II)									
Approved posts 2013/14	–	–	–	–	–	–	–	–	–
Proposed posts 2014/15	1	–	3	1	1	**6**	4	–	**10**
Net change	**1**	–	**3**	**1**	**1**	**6**	**4**	–	**10**
Total									
Approved 2013/14	2	6	21	19	8	**56**	44	3	**103**
Proposed 2014/15	3	6	24	19	9	**61**	49	3	**113**
Net change	**1**	–	**3**	–	**1**	**5**	**5**	–	**10**

[a] Includes National Professional Officers and national General Service staff.

International staff: net increase of 5 posts (redeployment of 1 Assistant Secretary-General, 1 P-5, 2 P-4, 1 P-3 and 1 Field Service posts from the Office of the Deputy Joint Special Representative (Operations and Management) and conversion of 1 P-3 post to a National Professional Officer post)

National staff: net increase of 5 posts (redeployment of 4 national General Service staff posts from the Office of the Deputy Joint Special Representative (Operations and Management) and conversion of 1 P-3 post to a National Professional Officer post)

Office of the Deputy Joint Special Representative (Pillar II)

International staff: increase of 6 posts (redeployment of 1 Assistant Secretary-General, 1 P-5, 2 P-4, 1 P-3 and 1 Field Service posts from the Office of the Deputy Joint Special Representative (Operations and Management))

National staff: increase of 4 posts (redeployment of 4 national General Service staff posts from the Office of the Deputy Joint Special Representative (Operations and Management))

50. As mentioned in paragraphs 6 and 8 above, it is proposed that the UNAMID structure be realigned with the demands of the Operation's mandate and that the post of Deputy Joint Special Representative (Pillar II) be created through the

redeployment of the Assistant Secretary-General post from the Office of the Deputy Joint Special Representative (Operations and Management) in the support component to executive direction and management.

51. The Deputy Joint Special Representative (Pillar II) would be responsible for the Civil Affairs Section (including local mediation), the Rule of Law, Judicial System and Prison Advisory Section, the Ordnance Disposal Office and the Police Division. The Office of the Deputy Joint Special Representative (Pillar II) would be supported by one Special Assistant (P-5), two Administrative Officers (P-4), one Coordination Officer (P-3), one Administrative Assistant (Field Service), two Office Assistants (national General Service) and two Drivers (national General Service). These posts too would be redeployed from the Office of the Deputy Joint Special Representative (Operations and Management), which would no longer exist.

Legal Affairs Unit

International staff: decrease of 1 post (conversion of 1 P-3 post to a National Professional Officer post)

National staff: increase of 1 post (conversion of 1 P-3 post to a National Professional Officer post)

52. In line with the results of the civilian staffing review conducted in UNAMID during the first quarter of the 2013/14 period and pursuant to the review of the mandate and work processes of the Legal Affairs Unit, it is proposed that one P-3 post of Legal Affairs Officer be converted to a National Professional Officer post.

Component 1: peace process

53. The peace process component encompasses activities to support the parties in the implementation of the Doha Document for Peace in Darfur and any subsequent agreements, as appropriate, and in working with the Joint African Union-United Nations Chief Mediator for Darfur and partners to support the parties in their efforts to achieve an inclusive and comprehensive peace. In this regard, the Operation will continue to collaborate with key United Nations agencies and funds, as well as local and international partners, in order to facilitate collective efforts in developing the modalities and mechanisms necessary to capacitate the Darfur Regional Authority. Accordingly, the Operation will provide logistical support and assistance and actively participate in working groups/clusters, taking into account the outcomes of the Darfur Joint Assessment Mission.

54. The Operation will work to increase the inclusivity of the peace process among the major parties to the conflict, including in particular all non-signatory armed groups, using the Doha Document for Peace in Darfur as a basis for discussion. It will continue to support the efforts of the Joint Mediation Support Team to engage directly with government officials and non-signatory movements, encouraging them to cease hostilities and enter into peace negotiations. The Operation will provide both technical and logistics support for the conduct of Darfur-based internal dialogue and consultations in order to increase local ownership of the peace process, strengthen the Doha Document for Peace in Darfur and promote the establishment of additional peace and reconciliation enhancement mechanisms among the people of Darfur.

55. UNAMID will continue to strengthen its communications and public information strategy to promote a better understanding of the peace process, to raise awareness of the Operation's mandate and priorities and to advocate the substantive work of the Operation. It will engage stakeholders through a wide range of media activities, including the publication of the monthly magazine *Voices of Darfur* and thematic magazines and the broadcasting of radio programmes, as well as through audiovisual and multimedia products directed at civil society. Pending the issuance of a radio licence, UNAMID will continue to rely on limited broadcast options on the Sudanese Al Salaam Radio station and relays by way of local state radio stations in Darfur.

Expected accomplishments	*Indicators of achievement*
1.1 Implementation of the provisions of the Doha Document for Peace in Darfur by the Darfur Regional Authority, in collaboration with the Government of the Sudan, and inclusion of all major Darfur stakeholders in the peace process	1.1.1 Negotiations under the leadership of the Joint African Union-United Nations Chief Mediator for Darfur in collaboration with international and regional organizations, leading to the conclusion of an all-inclusive peace agreement
	1.1.2 Effective functioning of the organs and institutions of the Darfur Regional Authority
	1.1.3 Provisions of the Doha Document for Peace in Darfur, particularly power-sharing, wealth-sharing, permanent ceasefire and final security arrangements, children's concerns, internal dialogue and consultations are fully implemented
	1.1.4 Increased participation and diversity of Darfuri stakeholders in the peace process and tangible steps taken to address the root causes of the conflict (2012/13: 317; 2013/14: 1,000; 2014/15: 2,000)

Outputs

- Organization of 34 consultative sessions with the signatory parties, the Government of the Sudan, the Government of Qatar, the African Union Commission, the African Union High-level Implementation Panel and the international community and regional partners in support of the peace process in Darfur and the implementation of the Doha Document for Peace in Darfur and any subsequent agreements, in particular the establishment and functioning of transitional government institutions and the conduct of the Darfur-based internal dialogue and consultations
- 4 reports of the Secretary-General to the Security Council and of the Chairperson of the African Union Commission to the African Union Peace and Security Council on mandate implementation and the progress of the peace process
- Organization of quarterly meetings of the Implementation Follow-up Commission of the Doha Document for Peace in Darfur and the production of 4 reports to that Commission
- Organization of monthly meetings of the Doha Document for Peace in Darfur Joint Commission and the production of 12 reports to the Joint Commission

- Organization of 20 meetings with civil society organizations, internally displaced persons, local community leaders and government officials in the five Darfur states to promote intertribal and intercommunal peace, reconciliation and harmonious coexistence, to enhance the role of religious and tribal leaders, women and youth in the peace process and to restore traditional mechanisms of conflict resolution and prevention
- 5 assessments on the views of the people of Darfur on the Darfur-based internal dialogue and consultations
- Organization of 60 meetings with Darfuri stakeholders, particularly civil society organizations, internally displaced persons, local community leaders and government officials, in the five Darfur states on inclusive participation in the peace process
- 10 pre-emptive awareness-raising campaign tours in rural locations, particularly in areas where farmer and pastoralist conflicts proliferate, to promote peaceful coexistence
- Organization of 24 forums/seminars on peacebuilding for youth
- Organization of 12 forums to address the root causes of tribal conflict in Darfur and recommend a way forward for native administration peace committees, opinion leaders, legislative council members, parliamentarians from Darfur, representatives of the Darfur Regional Authority, civil society organizations, internally displaced persons, tribal leaders and community leaders
- 12 local-level mediation and reconciliation efforts conducted by the Joint Support and Coordination Mechanism
- Organization of 6 meetings with the parties to the conflict, including the Government of the Sudan and armed groups, to advocate the integration of children's concerns into the peace processes, peace agreements and the post-conflict recovery and reconstruction phases in pursuance of relevant Security Council resolutions on children and armed conflict
- Public information campaigns to highlight the work of the Operation, including community outreach activities involving the distribution of public information material containing key messages and giveaways in support of the peace process, as follows: 10 thematic workshops for internally displaced persons, youth, women's groups and community leaders; 6 debates on topics of peace as they relate to security and development; 12 theatre/drama events; 15 sports events; 15 music events; 2 open days in collaboration with other substantive sections; and 8 special/cultural events to heighten awareness of the work and activities carried out by the Operation through its components; 3 30-second television public service announcements; 10 major support news videos (B-roll) for international and local media; 3 of 5 15-minute television/video documentaries; 52 weekly 30-minute episodes of a radio serial drama on the Operation's peacebuilding efforts; 10 radio public service announcements; 5 live radio broadcasts and promotional messages on Darfur state radio stations in support of the Operation's peacebuilding and outreach activities; 50 radio human interest news features relating to the peace process for broadcasting through United Nations Radio in Arabic and English; hour-long radio magazine programmes packaged for broadcast twice a day by the UNAMID Radio Unit
- Monthly magazines with news features and human interest stories related to the Operation's mandate; 1 weekly news bulletin; 2 annual magazines illustrating the work of the military and police components; 50 different event/campaign banners, 25 different thematic posters and 6 separate thematic booklets disseminated in large numbers to support information campaigns and raise awareness about mission activities; 1 annual calendar in 3 versions for 2015; 4 photographic projects including photography books/exhibitions; 4 different sets of posters disseminated to raise awareness about the importance of women's participation in the peace process

- Daily updates of the Operation's website and 5 press briefings, regular distribution of news to and from the media and regular information updates on the mission's electronic publishing platforms in continuous support of the UNAMID mandate
- Organization of 5 seminars for 200 women civil society representatives to monitor the implementation of the provisions on gender and women contained in the Doha Document for Peace in Darfur and subsequent agreements

External factors

Provision by national, regional and international actors of political and financial support for the Darfur Regional Authority; cooperation between the Darfur Regional Authority and the Government; and the willingness of Darfuri stakeholders to participate in the peace process

Table 2
Human resources: component 1, peace process

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Political Affairs Division									
Approved posts 2013/14	–	1	9	7	1	**18**	16	–	**34**
Proposed posts 2014/15	–	1	9	5	1	**16**	18	–	**34**
Net change	–	–	–	**(2)**	–	**(2)**	**2**	–	–
Approved temporary positions[b] 2013/14	–	1	3	4	1	**9**	4	–	**13**
Proposed temporary positions[b] 2014/15	–	1	3	4	1	**9**	4	–	**13**
Net change	–	–	–	–	–	–	–	–	–
Subtotal									
Approved 2013/14	–	2	12	11	2	**27**	20	–	**47**
Proposed 2014/15	–	2	12	9	2	**25**	22	–	**47**
Net change	–	–	–	**(2)**	–	**(2)**	**2**	–	–
Communications and Public Information Division									
Approved posts 2013/14	–	1	6	9	7	**23**	58	8	**89**
Proposed posts 2014/15	–	1	6	8	7	**22**	53	6	**81**
Net change	–	–	–	**(1)**	–	**(1)**	**(5)**	**(2)**	**(8)**
Civil Affairs Section									
Approved posts 2013/14	–	1	9	22	2	**34**	70	9	**113**
Proposed posts 2014/15	–	1	9	19	2	**31**	73	9	**113**
Net change	–	–	–	**(3)**	–	**(3)**	**3**	–	–

	International staff								
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Joint Mediation Support Team									
Approved posts 2013/14	–	–	–	1	2	**3**	1	–	**4**
Proposed posts 2014/15	–	–	–	1	2	**3**	1	–	**4**
Net change	–	–	–	–	–	–	–	–	–
Approved temporary positions[b] 2013/14	1	3	3	2	–	**9**	–	–	**9**
Proposed temporary positions[b] 2014/15	1	3	3	2	–	**9**	–	–	**9**
Net change	–	–	–	–	–	–	–	–	–
Subtotal									
Approved 2013/14	1	3	3	3	2	**12**	1	–	**13**
Proposed 2014/15	1	3	3	3	2	**12**	1	–	**13**
Net change	–	–	–	–	–	–	–	–	–
Joint Support and Coordination Mechanism									
Approved posts 2013/14	–	1	3	3	–	**7**	1	–	**8**
Proposed posts 2014/15	–	1	3	3	–	**7**	1	–	**8**
Net change	–	–	–	–	–	–	–	–	–
Khartoum Liaison Office									
Approved posts 2013/14	–	1	5	5	2	**13**	8	–	**21**
Proposed posts 2014/15	–	1	5	5	2	**13**	8	–	**21**
Net change	–	–	–	–	–	–	–	–	–
Total									
Approved posts 2013/14	–	5	32	47	14	**98**	154	17	**269**
Proposed posts 2014/15	–	5	32	41	14	**92**	154	15	**261**
Net change	–	–	–	**(6)**	–	**(6)**	–	**(2)**	**(8)**
Approved temporary positions[b] 2013/14	1	4	6	6	1	**18**	4	–	**22**
Proposed temporary positions[b] 2014/15	1	4	6	6	1	**18**	4	–	**22**
Net change	–	–	–	–	–	–	–	–	–
Total									
Approved 2013/14	1	9	38	53	15	**116**	158	17	**291**
Proposed 2014/15	1	9	38	47	15	**110**	158	15	**283**
Net change	–	–	–	**(6)**	–	**(6)**	–	**(2)**	**(8)**

[a] Includes National Professional Officers and national General Service staff.
[b] Funded under general temporary assistance.

International staff: net decrease of 6 posts (abolishment of 1 P-3 post and conversion of 5 P-3 posts to National Professional Officer posts)

National staff: net change of zero (abolishment of 1 National Professional Officer post and 4 national General Service posts and conversion of 5 P-3 posts to National Professional Officer posts)

United Nations Volunteers: net decrease of 2 positions (abolishment)

Political Affairs Division

International staff: decrease of 2 posts (conversion of 2 P-3 posts to National Professional Officer posts)

National staff: increase of 2 posts (conversion of 2 P-3 posts to National Professional Officer)

56. Pursuant to the recommendation of the civilian staffing review, it is proposed that two P-3 posts be converted to the National Professional Officer level to take over the functions of Political Affairs Officers.

Communications and Public Information Division

International staff: decrease of 1 post (abolishment of 1 P-3 post)

National staff: decrease of 5 posts (abolishment of 1 National Professional Officer post and 4 national General Service posts)

United Nations Volunteers: net decrease of 2 positions (abolishment)

57. It is proposed that one P-3 post, one National Professional Officer post, four national General Service posts and two United Nations Volunteer positions in the Communications and Public Information Division be abolished to better align its staffing to the mandate of the Division, in line with the recommendations of the civilian staffing review. The posts proposed for abolishment would no longer be required.

Civil Affairs Section

International staff: decrease of 3 posts (conversion of 3 P-3 posts to National Professional Officer posts)

National staff: increase of 3 posts (conversion of 3 P-3 posts to National Professional Officer posts)

58. It is proposed that three P-3 posts be converted to National Professional Officer posts, in line with the review of the mandate and the staffing of the Civil Affairs Section and in line with the recommendations of the civilian staffing review. The National Professional Officers would take over the functions of Civil Affairs Officers.

Component 2: security

59. Under the security component, UNAMID will contribute to the stabilization of the security conditions necessary for the safe and timely provision of humanitarian assistance to populations in need throughout Darfur. The Operation will monitor the compliance of the signatory parties with their obligations under the ceasefire and

final security arrangements of the Doha Document for Peace in Darfur. The Operation will also pursue gender-sensitive strategies and integrate gender perspectives into ceasefire and disarmament, demobilization and reintegration processes. As part of its efforts to promote peace at the grass-roots level irrespective of the status of the implementation of the Doha Document, the Operation will support traditional conflict resolution and reconciliation mechanisms, as well as build the capacity of civil society organizations in Darfur to manage and resolve conflict.

60. The main effort of the UNAMID military component will be to contribute to security through static and mobile patrols in high-risk areas in order to deter violence, protect civilians, assist humanitarian and development agencies and ensure the safety and security of United Nations and associated personnel. The military component will continue to maintain its presence in all five Darfur states at 34 team sites and be reconfigured to maintain sufficient troop presence in identified high-risk areas and potential flashpoints within the area of operations. Doing so will entail robust long-range and confidence-building patrolling, aerial reconnaissance with utility helicopters and the employment of sector and force reserves to ensure freedom of movement for civilians, humanitarian personnel and convoys, as well as to facilitate the return of internally displaced persons and refugees to their places of origin or resettlement. The military component will continue to support Liaison Officers deployed in Eastern and Central Darfur for better liaison and coordination with the local political authorities of the Government of the Sudan, as well as with the sector and force headquarters. The leaders of the Zalingei and Al Da'ein team sites have been tasked to perform their functions together with the Liaison Officers in Central and Eastern Darfur.

61. The UNAMID police component will continue to strengthen relations among internally displaced persons, communities and Government of the Sudan police personnel to ensure that camps for the internally displaced are protected. The police component will operate from five sectors (Northern, Southern, Western, Central and Eastern Darfur). It will continue to conduct community policing from 36 team sites to support activities aimed at mainstreaming gender perspectives into local police structures, policies and processes at established gender desks family and child protection units of the Government of the Sudan and conduct capacity-building training on crime prevention, reporting and investigations related to the protection of women and children and international police standard operating procedures for the Government of the Sudan police. In addition, the police component will maintain liaison with local authorities and police personnel of signatories to the Doha Document for Peace in Darfur, conduct training for community policing volunteers, complement the force with visible security patrols 24 hours a day, 7 days a week, to enhance the security of camps for internally displaced persons and adjacent areas, and continue to monitor, observe and report on the parties' compliance with the ceasefire arrangements.

62. To promote the implementation of the ceasefire and final security arrangements of the Doha Document for Peace in Darfur, the Operation will continue to support the Ceasefire Commission and the Joint Commission mechanisms. The Ceasefire Commission will continue to conduct verification missions with respect to locations of the signatory parties, monitor compliance with ceasefire arrangements and provide logistical support for the effective functioning of the Commission. The Operation, working through the Joint Commission, will

encourage the signatory parties to conclude the verification exercise regarding the forces of the Liberation and Justice Movement and to proceed to the implementation of the most crucial aspect of the provisions on ceasefire and final security arrangements of the Doha Document for Peace in Darfur. Those provisions relate to, inter alia, limited arms control; civilian arms control; the disarmament and disbandment of armed militia groups; the disarmament, demobilization and reintegration of former combatants; and the enhancement of community police.

63. The Operation will continue to ensure that strategies for ensuring the physical security of communities in Darfur are informed by and reflect the views of Darfuri women. In addition, taking into account the Darfur context and the delayed implementation of the Doha Document for Peace in Darfur, the Operation will continue to pursue second-generation disarmament, demobilization and reintegration through reinsertion activities. Efforts to deal with ex-combatants and marginalized youth in communities and camps for internally displaced persons will be intensified through community-based labour-intensive projects throughout Darfur. UNAMID, together with United Nations partners, will maintain readiness to advise the Sudan Disarmament, Demobilization and Reintegration Commission in the planning and establishment of a comprehensive disarmament, demobilization and reintegration programme for former combatants, including children associated with armed forces and groups, and civilian arms control programmes as provided for in the Doha Document for Peace in Darfur.

64. The Operation will provide mine action services, including explosive ordnance disposal, survey, clearance, unexploded ordnance risk education and capacity-building for the national mine action authority and other relevant government partners to create a secure environment within which the peace process can make progress and afford increased protection to civilians. Support will also be provided to victims of unexploded ordnance accidents.

Expected accomplishments	*Indicators of achievement*
2.1 Stable and secure environment in Darfur	2.1.1 Increased number of agreements for the cessation of hostilities and/or peace agreements signed by conflicting tribes in Darfur (2012/13: 5; 2013/14: 10; 2014/15: 15)
	2.1.2 Reduced number of civilian fatalities as a result of [illegible]ercommunal (inter-ethnic or intertribal) conflict [illegible]012/13: 1,229; 2013/14: 25; 2014/15: 1,200)
	2.1.3 Reduced number of unexploded ordnance incidents (2012/13: 23; 2013/14: 20; 2014/15: 15)

Outputs

- Organization of fortnightly meetings of the Ceasefire Commission and sub-ceasefire commissions at the sector level, to discuss issues related to violations of relevant peace agreements, the redeployment of forces and security arrangements, and the disarmament, demobilization and reintegration of former combatants, with priority given to women, children and disabled persons; to resolve disputes between the signatory parties; and to identify matters to be reported to the Joint Commission

- Provision of security services throughout the mission area to the United Nations country team, international and national non-governmental and humanitarian organizations, as well as to organizations associated with reconstruction and development processes, including protection, security briefings and evacuation support
- 255,500 troop-days provided by 4 company-size force/sector reserves ready to intervene throughout the mission area (175 troops per company for 4 companies for 365 days)
- 52,560 troop-days provided by the headquarters company to ensure static security for the Operation headquarters and escorts to the senior management and VIP visitors (36 troops per team for 4 teams for 365 days)
- 893,520 troop mobile and foot patrol days to ensure the safety and protection of civilians; to monitor and verify intense conflicts, and the position, strength and movement of all forces engaged in the Darfur conflict; and to ensure the security of observers (72 troops per patrol for 34 team sites for 365 days)
- 893,520 troop-days to provide static security, administration and logistical support at team sites (72 troops each for 34 team sites for 365 days)
- 1,440 air utility support-hours to provide highly mobile rapid protection in high-risk areas or where ground accessibility is limited; to support civilian and military transport helicopters and ground convoys; and for patrolling and reconnaissance (3 military utility helicopters for 40 hours per helicopter per month for 12 months)
- 197,100 troop-days of convoy protection for mission/military operational and logistics transport convoys and in support of humanitarian convoys (36 troops per convoy for 15 convoys for 365 days)
- 31,025 liaison officer-days for close liaison with the national and local authorities, other parties, tribal leaders and local communities to resolve conflict-related issues (85 officers for 365 days)
- 182,500 troop-days at 5 temporary operating bases to secure areas for specific operational activities (logistics/distribution points and centres, weapons collection and storage points) (20 troops per centre for 5 centres for 365 days for 5 temporary operating bases)
- 595,680 formed-police operational days for security patrols for the protection of internally displaced persons (96 personnel per formed police unit for 17 units for 365 days)
- 236,520 police operational days for security patrols to protect internally displaced persons, including through the implementation of community policing activities throughout Darfur (6 police personnel per shift for 3 shifts per day for 365 days in 36 team sites)
- Provision of 80 training courses for 3,600 community policing volunteers from camps for internally displaced persons to assist Government of the Sudan police in maintaining public order, comprising 40 training courses on community policing for 1,800 community policing volunteers and 40 courses on human rights and sexual and gender-based violence for 1,800 community policing volunteers (16 courses for 45 volunteers per course on community policing-related issues in the 5 sectors)
- Implementation of 15 quick-impact projects for developing the infrastructure of the Government of the Sudan police (telecommunications, refurbishment of police stations)
- Organization of 15 community livelihood support projects in support of the rehabilitation efforts of internally displaced persons and establishment of one Government of the Sudan police training centre in Sector East

- Organization of 40 workshops for 1,000 participants, including local community leaders, representatives of the native administration and government authorities, on traditional conflict management mechanisms
- Organization of monthly meetings with native administration representatives, local community leaders, state government officials and local peace committees in each state of Darfur to support traditional reconciliation activities and mechanisms
- Organization of 5 community dialogues for 200 male community leaders, including imams, focusing on the physical security of women and of their communities
- Organization of quarterly meetings with the Ceasefire Commission to provide advice on the provisions on gender and women contained in the Doha Document for Peace in Darfur and to monitor their implementation
- 5 training sessions on conflict-related sexual violence prevention and response and on advocacy skills for 200 members of the women's protection network in camps for internally displaced persons in the five states of Darfur
- Provision of explosive ordnance disposal-related response, survey and clearance services, focusing on 30 targets representing 80 per cent of the recorded dangerous areas in Darfur
- Training of 100 Sudanese police officers to undertake unexploded ordnance spot tasks and provision of 4 workshops to staff of the National Mine Action Centre
- Provision of educational sessions on the risks posed by explosive remnants of war to 1,000,000 Darfuris throughout the five states utilizing a variety of outlets
- Provision of training on the International Ammunition Technical Guidelines and the International Small Arms Control Standards to 20 persons selected from the relevant national authorities

Expected accomplishments	*Indicators of achievement*
2.2 Disarmament, demobilization and reintegration of ex-combatants in Darfur	2.2.1 Increased number of ex-combatants and community members participate in reinsertion projects (2012/13: 0; 2013/14: 6,000; 2014/15: 7,000)

Outputs

- Organization of 12 meetings with the Sudan Disarmament, Demobilization and Reintegration Commission and relevant authorities, in collaboration with the United Nations country team, to provide policy and operational advice on the implementation of a disarmament, demobilization and reintegration plan, as well as civilian and community arms control initiatives and complementary measures for Darfur, including the implementation of community-based labour-intensive projects in support of violence reduction
- Coordination of reinsertion activities, including community-based labour-intensive projects, for 7,000 ex-combatants and community members to contribute to community security through the provision of short-term work opportunities
- Public information events and messages for 7,000 ex-combatants and community members, promoting peaceful community relations and delivered in conjunction with labour-intensive projects
- Provision of logistics to the Darfur Security Arrangements Implementation Commission and relevant authorities, in cooperation with the United Nations Children's Fund, to support the release, identification, verification, family tracing and reunification, as well as reinsertion, of children associated with armed forces and groups

External factors

Troop- and police-contributing countries continue to provide military and police personnel at current capabilities and provide the remainder of the assets approved by the Security Council and the African Union Peace and Security Council; Governments of neighbouring countries maintain the integrity of their borders with the Sudan; the Government of the Sudan and parties to the conflict cooperate and support the implementation of the mandate of the Operation; and donors provide funds in support of the disarmament, demobilization and reintegration process

Table 3
Human resources: component 2, security

Category	*Total*
I. Military observers	
Approved 2013/14	**260**
Proposed 2014/15	**260**
Net change	–
II. Military contingents	
Approved 2013/14	**15 940**
Proposed 2014/15	**15 940**
Net change	–
III. United Nations police	
Approved 2013/14	**2 310**
Proposed 2014/15	**2 310**
Net change	–
IV. Formed police units	
Approved 2013/14	**2 380**
Proposed 2014/15	**2 380**
Net change	–

	International staff								
V. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Force Commander									
Approved posts 2013/14	1	1	–	–	2	**4**	4	–	**8**
Proposed posts 2014/15	1	1	–	–	2	**4**	4	–	**8**
Net change	–	–	–	–	–	–	–	–	–

Police Division									
Approved posts 2013/14	–	3	14	4	1	22	331	–	353
Proposed posts 2014/15	–	3	14	4	1	22	331	–	353
Net change	–	–	–	–	–	–	–	–	–
Disarmament, Demobilization and Reintegration Section									
Approved 2013/14	–	1	3	6	1	11	13	8	32
Proposed 2014/15	–	1	3	5	1	10	13	5	28
Net change	–	–	–	(1)	–	(1)	–	(3)	(4)
Subtotal, civilian staff									
Approved posts 2013/14	1	5	17	10	4	37	348	8	393
Proposed posts 2014/15	1	5	17	9	4	36	348	5	389
Net change	–	–	–	(1)	–	(1)	–	(3)	(4)
Total (I-V)									
Approved 2013/14	–	–	–	–	–	–	–	–	21 283
Proposed 2014/15	–	–	–	–	–	–	–	–	21 279
Net change	–	–	–	–	–	–	–	–	(4)

[a] Includes National Professional Officers and national General Service staff.

Disarmament, Demobilization and Reintegration Section

International staff: decrease of 1 post (abolishment of 1 P-2 post)

United Nations Volunteers: decrease of 3 positions (abolishment)

65. In line with the results of the civilian staffing review and pursuant to the review of the mandate of the Disarmament, Demobilization and Reintegration Section, it is proposed that one P-2 post and three United Nations Volunteer positions be abolished, as they are no longer required and the staffing establishment of the Section is sufficient to manage the ongoing programme of community-based labour-intensive projects, the civilian arms control programme and the support and technical advice provided to the parties mediating and negotiating the implementation of the disarmament, demobilization and reintegration provisions of the Doha Document for Peace in Darfur.

Component 3: rule of law, governance and human rights

66. Under the component on the rule of law, governance and human rights, the Operation, in collaboration with the United Nations country team and international and local non-governmental organizations, will support the efforts of national and local authorities to strengthen the rule of law through the reform of the judicial and prison systems, including through the incorporation of customary laws into the legal system taking into account international laws and best practice. The Operation will also work to strengthen the rule of law by supporting the implementation of the findings and recommendations of the justice sector needs assessment; supporting national and state efforts to reform existing legislation to conform with international

human rights standards and principles; monitoring court trials; facilitating the provision of legal aid; and assisting with the provision of humanitarian support, skills training and infant and juvenile welfare programmes in prisons. Working in partnership with the United Nations country team, the Operation will continue to implement quick-impact projects that address critical infrastructure gaps in the justice sector.

67. UNAMID will continue to monitor, investigate, advocate and document activities on human rights-related issues of concern, including sexual and gender-based violence. It will also continue to monitor human rights in the administration of justice, address impunity for human rights violations and abuses, build the human rights capacity of both state and non-state institutions, and provide support to the work of special procedures mandate holders of the Human Rights Council such as the independent expert on the situation of human rights in the Sudan. UNAMID will sustain efforts to mainstream human rights into the peace and political processes pertaining to strategies for the protection of civilians and humanitarian responses. In addition, it will maintain a platform for constructive dialogue with the Government of the Sudan and engage with international partners, armed movements, the United Nations country team and key national stakeholders to address human rights concerns.

68. The Operation will assist in building the capacity of local government institutions through the provision of advice and technical assistance to the Government of the Sudan and civil society representatives, with a view to promoting an inclusive, transparent and accountable civil administration in accordance with the principles of good governance. In the light of the role that competition for natural resources plays in incidents of conflict in Darfur, the Operation will assist, in particular, the civil administration and community leaders with the governance of access to land and other natural resources.

69. The Operation will place greater emphasis on providing technical support to state governments so as to facilitate the implementation of gender mainstreaming policies, particularly in the areas of political representation, policy reforms on land use and sexual and gender-based violence. The Operation will contribute to the implementation of Security Council resolutions on children in armed conflict and maintain a dialogue with the armed forces and armed groups aimed at securing commitments to implement plans to end the recruitment and use of child soldiers and other grave violations against children.

Expected accomplishments	*Indicators of achievement*
3.1 Effective, representative and inclusive governance by national and local government institutions	3.1.1 Increase in awareness and participation of Darfuris in local and state government governance issues (2012/13: 1,895; 2013/14: 2,500; 2014/15: 3,500)
	3.1.2 Increase in the percentage of the representation of Darfuri women in state and national government institutions (2012/13: 15 per cent; 2013/14: 35 per cent: 2014/15: 38 per cent)

Outputs

- Organization of monthly meetings with local government and civil society members on the development of a transparent, accountable and inclusive local civil administration in Darfur, and on the development of civil service institutions and legislation to improve service delivery and the proper maintenance of records
- Organization of 12 seminars on the role of civil society organizations and traditional leaders in democratic systems for 1,200 participants from the five states of Darfur, including political parties, women's groups, ethnic and religious organizations, internally displaced persons, trade unions and academia
- Organization of 12 workshops on good governance for 800 representatives from national and local government, native administration and civil society organizations (including ethnic and religious organizations, women and youth groups, academia and traditional peace committees)
- Organization of monthly meetings with the Darfur Regional Authority on the establishment and functioning of the transitional government bodies provided for in the Doha Document for Peace in Darfur (e.g. the Darfur Reconstruction and Development Fund, the Darfur Land Commission and the Compensation Commission)
- Organization of monthly meetings with the state land commissions and the Darfur Land Commission on land use and land tenure, traditional and historical rights to land (such as ***hawakeer***, which refers to traditional land tenure rights and migration routes) and natural resources management
- Organization of a survey on the implementation of Security Council resolution 1325 (2000) that uses prevention, participation, protection, recovery and development as indicators

Expected accomplishments	*Indicators of achievement*
3.2 Enhanced capacity of rule of law actors and of security, justice and prison institutions to tackle impunity and improve the delivery of judicial services	3.2.1 Increase in the number of prison and judicial officers trained on a human rights-based approach to prison management and the administration of justice in accordance with international rule of law principles (2012/13: 406; 2013/14: 400; 2014/15: 440)
	3.2.2 Implementation of a five-year plan by government prison authorities to strengthen the capacity of the prison system in Darfur (2013-2018)
	3.2.3 Increase in the number of mobile court hearings held in Darfur (2012/13: 24; 2013/2014: 16; 2014/15: 20)
	3.2.4 Number of cases in Darfur in which court procedures conform to internationally recognized rules and standards of fair trial and due process (2012/13: 3; 2013/14: 510; 2014/15: 50)

Outputs

- Organization of monthly meetings with the National Prisons Development Committee and the state prisons development committees on the implementation of prison system reforms and the five-year strategic plan in the five states of Darfur

- Provision of technical assistance to the Director General of Prisons and Reform for the development of a strategic training framework and a curriculum for the initial training programme for prisons
- Organization of weekly meetings with the state directors of prisons for the provision of advice and mentoring support, with the aim of strengthening prison institutions in Darfur
- Provision of 13 training courses for 440 Government prison staff on basic prison duties; 1 course for 30 prison officers on middle-level management; 2 courses for 60 prison officers on record-keeping and management; and 1 train-the-trainer course for 30 prison staff on training methodology
- Provision of 1 three-month vocational skills train-the-trainer course for 20 prison officers drawn from Sector Central, Sector East and Sector West
- Establishment, in collaboration with UNDP, of 4 vocational skills workshops in prisons to train prisoners
- Establishment, in collaboration with UNDP, of 6 legal aid desks in prisons to enhance access to justice for prisoners
- Organization of 52 meetings with the judiciary, prosecutors and the Bar Association to provide advice on dealing with cases in accordance with applicable rules and international standards
- Organization of 9 workshops for the judiciary, prosecutors, police investigators and the Bar Association throughout Darfur on addressing impunity and issues pertaining to the immunity of security personnel, armed factions and public officials in accordance with international standards, and on the administration of justice, transitional justice, international standards, legal aid systems and mechanisms
- Organization of 3 workshops for community paralegals in community centres to strengthen their capacity to respond to and report cases of sexual and gender-based violence
- Facilitation of 20 visits by mobile courts throughout Darfur to improve access to justice
- Organization of 3 advocacy seminars with the women's legislative caucuses and state legislative councils on drafting laws to address sexual and gender-based violence in Darfur
- Organization of 5 workshops on combating violence against women for 135 rule of law actors (prosecutors, judges, police, prison officers and security personnel)
- Provision of 1 country report on the implementation of the United Nations Rule of Law Indicators to inform national and international strategies, plans and priorities in the justice and correction sectors
- Organization of 1 workshop led by national authorities aimed at the preparation of a plan of action containing specific recommendations to address key findings in the United Nations Rule of Law Indicators report
- At least 1 deployment of the Justice and Corrections Standing Capacity to provide technical expertise and support to the Operation and national authorities
- Establishment of 6 co-location centres with Government of the Sudan police, 2 in Sector North and 1 in each remaining sector, comprising 4 desks (namely, a family and child protection desk, a crime monitoring desk, a human rights desk and a community policing desk) to build the capacity of Government of the Sudan police by co-locating 2 police officers at every desk for 8 hours a day, 5 days a week, for 52 weeks
- Organization of 150 reform and restructuring workshops comprising 5 workshops with Government of the Sudan/movement police officers to monitor and evaluate overall activities on community policing; 75 workshops for community policing volunteers on gender-based violence, sexual harassment and human rights to facilitate family and child protection in Darfur; 70 joint workshops for prosecutors, judges,

medical personnel, Sudanese law enforcement officials and armed forces personnel on gender-based violence, sexual harassment and human rights violations, particularly against women and children

- Organization of 432 safety coordination meetings for Government of the Sudan police, internally displaced persons and humanitarian agencies in 36 team sites throughout Darfur
- Provision of 28 courses for 700 police personnel of the signatories to the Doha Document for Peace in Darfur and subsequent agreements comprising 8 courses on community policing for 200 movement police officers, 12 courses on human rights and sexual and gender-based violence for 300 movement police officers and 8 courses on middle-level management for 200 movement police officers
- Provision of 78 basic and advanced training courses for 3,160 Government of the Sudan police officers, comprising 10 courses on basic training for 400 non-commissioned officers (police ethics and basic skills, law subjects); 10 courses on crime scene management for 400 police officers; 10 courses on sexual and gender-based violence for 400 police officers; 10 courses on criminal investigation for 400 police officers; 10 specialized courses on human trafficking, money-laundering, combating drugs, cybercrime and environmental crime for 300 officers; 8 courses on computer skills for 160 officers; 5 courses on public order management for 500 police officers; 5 courses on the detention and treatment of suspects for 200 police officers; 5 courses on leadership for 200 police officers; and 5 courses on community policing for 200 police officers

Expected accomplishments	*Indicators of achievement*
3.3 Progress towards the promotion and protection of human rights in Darfur	3.3.1 Adoption by the Government and/or oversight and legislative bodies of at least 2 new strategies for the promotion and protection of human rights, including transitional justice and women's rights, in Darfur (2012/13: 6; 2013/14: 2; 2014/15: 2)
	3.3.2 Compliance of national and regional laws, policies and/or initiatives with principles and standards of international human rights and humanitarian law (emergency act, 2007; National Intelligence and Security Service Act, 2010; Child Act, 2010; Criminal Act, 1991; and Criminal Procedure Act, 1991)
	3.3.3 Increase in the number of responses in Darfur (investigations, prosecutions, adjudications, compensations and institutional reforms) to human rights violations by the Government (2012/13: 139; 2013/14: 250; 2014/15: 275)
	3.3.4 Increased percentage of projects governed by non-United Nations security entities that comply or accept the application of the United Nations due diligence policy for programme evaluation (2012/13: 0 per cent; 2013/14: 20 per cent; 2014/15: 25 per cent)

Outputs

- Advice and support to key state and national human rights institutions through 2 training sessions and 4 meetings with the National Human Rights Commission, 1 workshop on the joint human rights cooperation framework with the Advisory Council for Human Rights, 2 meetings of the Darfur Human Rights Forum and 12 meetings of the state human rights subforums
- Advice to state committees through 12 meetings and 4 workshops on combating violence against women, the implementation of their workplans, prevention strategies, responses to sexual and gender-based violence and institutional development
- Advice to the National Parliamentary Committee on human rights and the state legislatures in Darfur through 15 meetings and 5 workshops on the conformity of existing laws with international human rights standards
- Organization of 420 field visits to monitor and report on the human rights situation, comprising 240 monitoring and fact-finding visits to locations of alleged violations and local communities, and 180 follow-up visits to relevant local authorities on actions taken and progress made
- Advice and technical assistance to the Government of Sudan through 120 judicial monitoring missions to enhance its capacity to provide justice to victims of human rights violations and to promote accountability in Darfur
- Technical advice to humanitarian aid commissions, state government line ministries and authorities dealing with internally displaced persons through 10 workshops and 240 meetings to address the human rights situation of internally displaced persons, including that of vulnerable groups among them, issues related to sexual and gender-based violence and the safe, voluntary and dignified return of internally displaced persons to their places of origin or to another place of their choice
- Organization of 5 community awareness-raising campaigns on human rights (1 on International Women's Day, 1 for 16 Days of Activism against Gender Violence, 1 on Africa Human Rights Day, 1 on the International Day of Persons with Disabilities and 1 on Human Rights Day)
- Technical assistance to the stakeholders of the Doha Document for Peace in Darfur and any subsequent agreements through 10 workshops and 25 meetings on the implementation of the human rights and transitional justice provisions of the agreements
- Technical assistance to the Darfur transitional justice forum through 3 workshops to empower it to fight impunity, promote reconciliation, develop knowledge of human rights and build the skills and capacity of key stakeholders, including civil society
- Provision of 18 training courses for prosecutors, judges, medical personnel, Sudanese Armed Forces personnel, law enforcement officials, armed movements and rural/traditional mechanisms on the administration of justice, including corrections and impunity issues, international human rights standards and combating violence against women and children
- Technical assistance to Government of the Sudan police training centres and the Judges' Training Centre through 4 workshops on human rights promotion and their human rights curricula
- Reprinting of 10,000 human rights educational materials, 1,800 posters, 100 illustrated flipcharts and 1,000 human rights bags to raise awareness about relevant national and international human rights instruments among local communities
- Increased integration of human rights standards and principles, including the human rights due diligence policy on United Nations support to non-United Nations security forces through monthly meetings on policies and programmes with United Nations partners, including from the Darfur Protection Cluster Group

- Organization of 2 round tables for 40 women who are potential mediators on customary laws affecting women
- Organization of 5 workshops for 200 prosecutors, judges, medical personnel and military and law enforcement officials (police, staff of national intelligence and security services and prison officers)
- Organization of 2 round tables for 40 women who are potential mediators on customary laws affecting women
- Organization of 5 workshops for 200 prosecutors, judges, medical personnel and military and law enforcement officials

Expected accomplishments	*Indicators of achievement*
3.4 Progressive elimination of grave violations committed by the parties to the conflict	3.4.1 Action plans elaborated, signed and implemented by parties to the conflict to put an end to the recruitment and use of child soldiers and other grave violations against children (2012/13: 0; 2013/14: 6; 2014/15: 7)
	3.4.2 Increase in the number of child protection committees in Darfur that are trained to raise awareness about child rights and child protection at the community level to enable communities to take responsibility for the protection of children (2012/13: 9; 2013/14: 18; 2014/15: 27)

Outputs

- Establishment of dialogue with the parties to the conflict to obtain commitment to action plans to end the recruitment and use of child soldiers and other violations in pursuance of Security Council resolutions 1539 (2004), 1612 (2005), 1882 (2009), 1998 (2011) and 2003 (2011)
- Organization of 6 meetings with the leadership of the parties to the conflict to negotiate and provide advice and support for the drafting and implementation of action plans
- Organization of 36 training sessions on child rights and child protection to benefit at least 1,500 national child protection stakeholders, including members of civil society organizations, community policing volunteers, Government of the Sudan institutions and established child protection committees and focal points
- 4 reports on mainstreaming and capacity-building and 4 reports on violations committed against children submitted to the Special Representative of the Secretary-General for Children and Armed Conflict and the Working Group of the Security Council on Children and Armed Conflict
- Organization of 160 monitoring missions to field locations and camps for internally displaced persons to follow up on and verify allegations of grave violations committed against children

External factors

The Government of the Sudan is committed to prison and justice sector reform in Darfur and willing to provide the necessary funding through national budgetary allocations. The national parliament continues with the legislative reforms and adopts legislation in compliance with international human rights standards. Donors provide funds in support of rule of law, governance and human rights capacity-building initiatives

Table 4
Human resources: component 3, rule of law, governance and human rights

	International staff								
I. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Child Protection Unit									
Approved posts 2013/14	–	–	2	4	–	**6**	18	6	**30**
Proposed posts 2014/15	–	–	2	3	–	**5**	12	3	**20**
Net change	–	–	–	**(1)**	–	**(1)**	**(6)**	**(3)**	**(10)**
Gender Advisory Unit									
Approved 2013/14	–	–	2	6	1	**9**	19	5	**33**
Proposed 2014/15	–	–	2	6	1	**9**	19	5	**33**
Net change	–	–	–	–	–	–	–	–	–
Human Rights Section									
Approved 2013/14	–	1	10	33	1	**45**	89	33	**162**
Proposed 2014/15	–	1	10	22	1	**34**	89	16	**134**
Net change	–	–	–	**(11)**	–	**(11)**	–	**(17)**	**(28)**
Rule of Law, Judicial System and Prison Advisory Section									
Approved 2013/14	–	1	9	7	4	**21**	31	–	**52**
Proposed 2014/15	–	1	9	7	4	**21**	31	–	**52**
Net change	–	–	–	–	–	–	–	–	–
Subtotal, civilian staff									
Approved posts 2013/14	–	2	23	50	6	**81**	157	39	**277**
Proposed posts 2014/15	–	2	23	38	6	**69**	151	19	**239**
Net change	–	–	–	**(12)**	–	**(12)**	**(6)**	**(20)**	**(38)**
II. Government-provided personnel									
Approved 2013/14									**6**
Proposed 2014/15									**6**
Net change									–
Total (I-II)									
Approved 2013/14									**283**
Proposed 2014/15									**245**
Net change									**(38)**

[a] Includes National Professional Officers and national General Service staff.

International staff: net decrease of 12 posts (abolishment of 5 P-3 and 7 P-2 posts)

National staff: net decrease of 6 posts (abolishment of 6 national General Service posts)

United Nations Volunteers: net decrease of 20 positions (abolishment)

Child Protection Unit

International staff: decrease of 1 post (abolishment of 1 P-3 post)

National staff: decrease of 6 posts (abolishment of 6 national General Service staff posts)

United Nations Volunteers: decrease of 3 positions (abolishment)

70. In line with the results of the civilian staffing review and pursuant to the review of the mandate of the Child Protection Unit, it is proposed that one Child Protection Officer post (P-3), five Driver and one Language Assistant posts (national General Service) and three Child Protection Officer positions (United Nations Volunteers) be abolished, as they are no longer required.

Human Rights Section

International staff: decrease of 11 posts (abolishment of 4 P-3 and 7 P-2 posts)

United Nations Volunteers: decrease of 17 positions (abolishment)

71. In line with the results of the civilian staffing review and pursuant to the review of the mandate of the Human Rights Section, it is proposed that 21 Human Rights Officer posts and positions (four P-3 posts and 17 United Nations Volunteer positions), as well as seven Associate Human Rights Officer posts (P-2), be abolished, as they are no longer required.

Component 4: humanitarian liaison and recovery

72. Within the humanitarian liaison and recovery component, the Operation will work closely with the United Nations country team in the Sudan on the coordination and monitoring of issues related to the protection of civilians; on the provision of humanitarian assistance to vulnerable populations and the expansion of humanitarian space; on the return and reintegration of displaced populations, or on the local integration of such populations into places of their choice; on a gradual transition from focusing primarily on humanitarian aid to focusing on post-conflict recovery and reconstruction; on support for women's participation in post-conflict recovery and development and on their socioeconomic empowerment; on HIV/AIDS awareness-raising and prevention activities; and on the identification of implementing partners to provide assistance to victims of explosive remnants of war. In particular, within this component UNAMID will continue to focus on supporting the expansion of humanitarian access and the provision of humanitarian assistance in remote and isolated areas by contributing to the establishment of favourable security conditions. In line with Security Council resolutions 1308 (2000) and 1983 (2011), and in collaboration with the United Nations country team and civil society organizations, the Operation will support interventions that increase access to HIV/AIDS services, with an emphasis on building the capacity of

the Sudan National AIDS Programme and state health ministries to deliver effective and quality services to vulnerable communities.

73. In close collaboration with the Resident and Humanitarian Coordinator for the Sudan, the Operation will carry out its work in coordination and full consultation with the United Nations country team and other international and non-governmental actors, including bilateral and multilateral donors. In that connection, it will participate in the Darfur Protection Cluster Group, led by UNHCR, and in the work of the joint United Nations country team-UNAMID working groups to identify and undertake joint activities in support of the implementation of the Doha Document for Peace in Darfur, with a focus on recovery, reconstruction, livelihoods and environment, as well as on durable solutions, voluntary returns and reintegration, in order to contribute to the creation of a safe, secure and stable environment conducive to the normalization of life in Darfur. The Operation will coordinate its civilian, military, police and logistics support with the United Nations country team to facilitate the timely and unimpeded delivery of humanitarian assistance throughout Darfur. The Operation will also continue to support the United Nations country team in finding durable solutions for displaced populations in Darfur. In addition, it will coordinate its technical and logistics support with the United Nations country team for the implementation of the Darfur Development Strategy and continue to collaborate with United Nations partner agencies to ensure that socioeconomic programmes effectively involve and benefit Darfuri women.

Expected accomplishments	*Indicators of achievement*
4.1 Sustained secure environment that enables the delivery of humanitarian assistance and the restoration of livelihoods	4.1.1 Donors provide funding for recovery and development on the basis of the commitments made during the international donors conference for reconstruction and development in Darfur (2012/13: not applicable; 2013/14: 40 per cent; 2014/15: 60 per cent)
	4.1.2 Increased number of recovery and rehabilitation projects funded through the Peace and Stability Fund and other funds (2012/13: 26; 2013/14: 45; 2014/15: 50)
	4.1.3 Increased delivery of humanitarian assistance in areas where access has been restricted or intermittent (2012/13: 20 villages; 2013/14: 40 villages; 2014/15: 50 villages)

Outputs

- Organization of monthly meetings with the United Nations country team and the Darfur Regional Authority and fortnightly meetings with the humanitarian country team to provide advice on humanitarian, early recovery and protection of civilian issues and participation in ad hoc committee meetings with donors on humanitarian affairs
- Advice to the parties to the conflict through monthly meetings in each of the five states of Darfur to facilitate the timely and unhindered delivery of humanitarian assistance to populations in need in areas under their control

- Organization of 5 capacity-building workshops for 200 women civil society organization representatives on gender mainstreaming
- Training on microfinance and project management to equip women to implement 5 income-generating activities in Darfur for 200 beneficiaries
- Provision of 5 income-generating projects in Darfur for victims of unexploded ordnance accidents with the support of international non-governmental organizations and United Nations agencies, funds and programmes

Expected accomplishments	*Indicators of achievement*
4.2 Darfuri civilians living free from fear of attack or harassment and internally displaced persons and refugees voluntarily returning to their homes or resettling in safe and secure environments	4.2.1 Decisions taken and implemented within the joint protection group have a direct and positive impact on the protection of civilians throughout Darfur (2012/13: not applicable; 2013/14: 24; 2014/15: 30) 4.2.2 Increase in the number of internally displaced persons and refugees voluntarily leaving camps to return or resettle (2012/13: 81,000; 2013/14: 1,000,000; 2014/15: 200,000)

Outputs

- Reinforcement of early warning mechanisms, through timely identification and reporting, and of their linkages with rapid response mechanisms, to protect civilians under imminent threat
- Organization of monthly meetings of the joint protection group and participation in the monthly meetings of the Darfur Protection Cluster Group on threats and issues related to the protection of civilians
- Coordination of logistical and security support for 300 inter-agency needs assessment, verification and/or humanitarian aid delivery field missions to areas of return
- Advice to state authorities, United Nations agencies and non-governmental organizations through monthly meetings of return and reintegration working groups on returnees' protection and humanitarian needs and priorities
- Organization of 8 workshops, each with 20 representatives from state authorities, local administrations and line ministries, on the management of return and reintegration activities in Darfur
- Provision of 12 training courses, each lasting 5 days and targeting 25 participants from the Sudan National AIDS Programme, HIV/AIDS service organizations, the Government of the Sudan police, prison and military officers, internally displaced persons, women, youth, prison inmates and ex-combatants, on HIV/AIDS awareness and peer education, in coordination with the United Nations country team
- Provision of 30 community sessions for at least 1,500 participants on HIV/AIDS awareness-raising and prevention strategies for community police volunteers in camps for internally displaced persons, youth, women and other vulnerable members of the community

External factors

Bilateral and multilateral donors provide extrabudgetary funding for relief and recovery activities. The parties to the conflict commit to and fully implement the provisions of the Doha Document for Peace in Darfur and subsequent agreements related to humanitarian assistance, humanitarian access, the protection of civilians and early recovery and development

Table 5
Human resources: component 4, humanitarian liaison and recovery

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Protection Strategy and Coordination Division									
Approved posts 2013/14	–	1	–	1	1	**3**	3	–	**6**
Proposed posts 2014/15	–	1	–	1	1	**3**	3	–	**6**
Net change	–	–	–	–	–	–	–	–	–
Humanitarian and Recovery Assistance Liaison Unit									
Approved posts 2013/14	–	–	7	13	–	**20**	15	8	**43**
Proposed posts 2014/15	–	–	7	8	–	**15**	12	5	**32**
Net change	–	–	–	**(5)**	–	**(5)**	**(3)**	**(3)**	**(11)**
Total									
Approved 2013/14	–	1	7	14	1	**23**	18	8	**49**
Proposed 2014/15	–	1	7	9	1	**18**	15	5	**38**
Net change	–	–	–	**(5)**	–	**(5)**	**(3)**	**(3)**	**(11)**

[a] Includes National Professional Officers and national General Service staff.

Humanitarian and Recovery Assistance Liaison Unit

International staff: decrease of 5 posts (abolishment of 3 P-3 and 2 P-2 posts)

National staff: decrease of 3 posts (abolishment of 3 National Professional Officer posts)

United Nations Volunteers: decrease of 3 positions (abolishment)

74. In line with the results of the civilian staffing review and pursuant to the review of the mandate of the Humanitarian and Recovery Assistance Liaison Unit, it is proposed that nine Humanitarian Affairs Officer posts and positions (three P-3 posts, three National Professional Officer posts and three United Nations Volunteer positions), as well as two Associate Human Rights Officer posts (P-2), be abolished, as they are no longer required.

Component 5: support

75. The support component reflects the work of the Operation's Mission Support Division, the Security and Safety Section, the Conduct and Discipline Team and the HIV/AIDS Unit. During the budget period, the support component will provide effective and efficient logistical, administrative and security services in support of the implementation of the Operation's mandate through the delivery of related outputs and the introduction of service improvements, as well as the realization of efficiency gains. As part of management improvement, the proposed budget for 2014/15 reflects the application of a weighted historical financial variance factor that captures historical performance related to the cancellation of obligations from

three previous financial years (2009/10, 2010/11 and 2011/12), resulting in reduced requirements of $4.3 million. Support will be provided to the fully deployed strength of 260 military observers, 15,940 military contingent personnel, 2,380 formed police personnel and 2,310 United Nations police officers, and to the civilian staffing establishment of 1,073 international staff (exclusive of 59 international staff redeployed or reassigned to the Regional Service Centre in Entebbe) and 3,005 national staff (exclusive of 53 national staff redeployed or reassigned to the Centre), including 120 temporary positions, 340 United Nations Volunteers and 6 Government-provided personnel. The range of support will comprise the implementation of conduct and discipline and HIV/AIDS programmes, personnel administration, finance services, health care, maintenance and construction of office and accommodation facilities, establishment of an information and communications technology infrastructure, air and surface transport operations, supply and resupply operations and the provision of legal and security services Operation-wide.

76. In line with the results of the comprehensive civilian staffing review conducted in August 2013 and paying particular attention to the feasibility of nationalizing Field Service posts and of improving the ratio of substantive to support staff, UNAMID will reduce 251 posts and positions and nationalize 114 international posts and positions in 2014/15.

77. Efforts will continue to be made to outsource some services, such as cleaning and warehousing, with the aim of reducing administrative costs associated with hiring and supervising and to increase both the quality and the reliability of services. As a transitional measure, UNAMID is proposing that 98 posts (18 international and 80 national General Service posts) in the Facilities Management Unit be converted to temporary positions.

78. In order to align the vehicle fleet with the deployed strength and on the basis of the decision of the Vehicle Establishment Committee, UNAMID will reduce its vehicle fleet by 332, from 1,689 vehicles in 2013/14 to 1,357 vehicles by 30 June 2015. The Operation plans to write off 137 light passenger vehicles during the 2014/15 period and to transfer 195 vehicles to other peacekeeping missions. To ensure that all vehicles remain at an optimum operational level, the Operation will continue to maintain five vehicle workshops, including 34 repair facilities in team sites throughout the mission area.

79. UNAMID will continue to implement a robust, reliable and secure information and communications technology environment to support core business activities by strengthening, stabilizing and improving the existing infrastructure and maintaining the integrity of services provided to mission clients. UNAMID will continue to provide virtual private network services to allow for secure and reliable remote access on the Internet to internal information and communications technology services, including applications, messaging and other standard systems and services of the Department of Field Support and the Department of Peacekeeping Operations. UNAMID will continue to deploy unified communications solutions that will enable users to identify, locate and communicate with one another seamlessly over various devices, including desktop computers, cell phones, handheld devices and mobile computing devices such as smartphones and tablets. Furthermore, in an effort to maximize its resources, UNAMID will continue to expand its videoconferencing services, move towards a complete virtualization of servers and a virtual desktop

infrastructure environment, as well as cloud computing services, thereby reaching new levels of efficiency.

80. Medical services will continue to enhance preventive health measures through awareness-raising campaigns. UNAMID will continue to conduct predeployment screening and immunization activities with a view to reducing the cost of treating uniformed personnel in contracted hospitals. The enhanced diagnostic capabilities of United Nations-owned medical facilities will continue to improve service delivery and drugs will be restricted to first- and second-line therapies, with limitations on specialty drugs.

Expected accomplishments	*Indicators of achievement*
5.1 Increased efficiency and effectiveness of logistical, administrative and security support to the Operation	5.1.1 Reduced percentage of unliquidated obligations carried forward from the previous budget period (2012/13: 11 per cent; 2013/14: 5 per cent; 2014/15: 3 per cent)
	5.1.2 Reduced number of days required to fully carry out a technical evaluation in the requisitioning process (2012/13: 15 days; 2013/14: 12 days; 2014/15: 10 days)
	5.1.3 Reduced percentage of warehousing reserved stock (2012/13: 18 per cent; 2013/14: 12.5 per cent; 2014/15: 10 per cent)
	5.1.4 Progress made in the implementation of Umoja

Outputs

Service improvements

- Reduction in the ceiling of the per person rate of rations through continuous reduction in air deliveries and improved warehouse management in the regions
- More efficient passenger check-in, easier baggage recording and tracing, transparency in seat allocation and improved accountability
- Reduced requests for special flights, shorter travel time between locations, increased availability of staff at their places of work
- Fully operational electronic rations management tool for the monitoring, control and management of food rations

Military, police and civilian personnel

- Emplacement, rotation and repatriation of an average strength of 15,940 military contingent personnel, 260 military observers, 2,310 United Nations police officers and 2,380 formed police personnel
- Verification, monitoring and inspection of contingent-owned equipment and self-sustainment for military and police personnel
- Storage and supply of 14.5 tons of rations, 354,100 combat rations and water for military contingents and formed police personnel in 84 locations

- Administration of an average of 4,418 civilian staff (exclusive of 112 civilian personnel redeployed to the Regional Service Centre in Entebbe), comprising 1,073 international staff, 3,005 national staff and 340 United Nations Volunteers

Facilities and infrastructure

- Maintenance of 32 military/formed police unit sites and repair of 17, maintenance of 22 United Nations police premises and repair of 33, and maintenance and repair of civilian staff premises in 37 locations
- Provision and maintenance of equipment and supplies in support of an average of 4,418 civilian personnel (including 120 temporary positions), 2,310 United Nations police personnel, 260 military observers and 460 staff officers
- Construction of 4 helipads at 4 military team sites, of 3.5 km of asphalt roads connecting the El Geneina super-camp with the airport terminal and of 2 warehouses; and maintenance and repair of 35 km of asphalt roads and 16 bridges, 4 airfields and 34 helicopter landing sites in 35 locations, 1 port facility and 191 petrol, oil and lubricant storage facilities in 34 locations
- Sanitation services for all premises, including sewage and garbage collection and disposal
- Operation and maintenance of 177 United Nations-owned and 111 contingent-owned water purification plants in 46 locations
- Operation and maintenance of 1,900 United Nations-owned and 401 contingent-owned generators in 104 locations
- Storage and supply of 41.9 million litres of petrol, oil and lubricants for generators

Ground transportation

- Operation and maintenance of 2,463 United Nations-owned vehicles and attachments, including 27 armoured vehi- les, 863 items of workshop and miscellaneous equipment through 5 sector workshops and 34 repair facilities in team sites
- Supply of 8.7 million litres of petrol, oil and lubricants for ground transportation
- Operation of a daily shuttle service 7 days a week for an average of 3,800 United Nations personnel per day from their accommodation to the mission area

Air transportation

- Operation of 7 fixed-wing and 24 rotary-wing aircraft, including 3 military utility helicopters, in 31 locations (26 helipads and 5 airports in El Fasher, Nyala, El Geneina, Khartoum and Entebbe)
- Supply of 18.6 million litres of petrol, oil and lubricants for air operations

Communications

- Support and maintenance of a satellite network consisting of 4 Earth station hubs to provide voice, fax, video and data communications
- Support and maintenance of 98 very small aperture terminal systems, 143 telephone exchanges and 153 microwave links
- Support and maintenance of 3,020 high-frequency, 786 very-high-frequency and 10,700 ultra-high-frequency repeaters and transmitters

Information technology

- Support and maintenance of 34 physical servers, 437 virtual servers, 5,599 desktop computers, 3,457 laptop computers, 920 printers and 619 digital senders in 37 locations
- Support and maintenance of 40 local area networks and wide area networks for 6,100 users in 37 locations

Medical

- Operation and maintenance of 1 level III hospital, 3 level II hospitals, 6 level I clinics and 67 medical facilities, as well as emergency and first aid stations, in a total of 76 locations for all mission personnel, staff of other United Nations agencies and the local civil population in emergency cases
- Maintenance of mission-wide land and air evacuation arrangements for all United Nations locations, including to 3 level IV hospitals in 3 locations (Dubai, Nairobi and Cairo)
- Operation and maintenance of 5 HIV voluntary confidential counselling and testing facilities for all mission personnel and provision of a HIV awareness-raising programme, including peer education, for all mission personnel

Security

- Provision of security services 24 hours a day, 7 days a week, throughout the mission area
- Round-the-clock close protection for senior mission staff and visiting high-level officials
- Mission-wide site security assessment, including residential surveys for 324 residences
- Conduct of 125 information sessions on security awareness and contingency plans for all mission staff and induction security training and primary fire training/drills for all new mission staff

External factors

Suppliers of goods and services will be able to deliver as contracted. The security situation in the mission area will allow freedom of movement. No activities will occur that would result in the mine contamination or recontamination of known safe areas

Table 6
Human resources: component 5, support

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Conduct and Discipline Team									
Approved posts 2013/14	–	1	5	6	1	**13**	14	–	**27**
Proposed posts 2014/15	–	1	4	6	1	**12**	13	–	**25**
Net change	–	–	**(1)**	–	–	**(1)**	**(1)**	–	**(2)**
HIV/AIDS Unit									
Approved posts 2013/14	–	–	2	–	–	**2**	17	3	**22**
Proposed posts 2014/15	–	–	2	–	–	**2**	13	2	**17**
Net change	–	–	–	–	–	–	**(4)**	**(1)**	**(5)**

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Deputy Joint Special Representative (Operations Management)									
Approved posts 2013/14	1	–	3	1	1	**6**	4	–	**10**
Proposed posts 2014/15	–	–	–	–	–	–	–	–	–
Net change	**(1)**	**–**	**(3)**	**(1)**	**(1)**	**(6)**	**(4)**	**–**	**(10)**
Office of the Director of Mission Support									
Approved posts 2013/14	–	1	7	10	21	**39**	89	19	**147**
Proposed posts 2014/15	–	1	7	10	20	**38**	94	13	**145**
Net change	**–**	**–**	**–**	**–**	**(1)**	**(1)**	**5**	**(6)**	**(2)**
Office of the Deputy Director of Mission Support									
Approved posts 2013/14	–	1	12	19	77	**109**	193	69	**371**
Proposed posts 2014/15	–	1	13	19	50	**83**	88	26	**197**
Net change	**–**	**–**	**1**	**–**	**(27)**	**(26)**	**(105)**	**(43)**	**(174)**
Operations and Services									
Approved posts 2013/14	–	1	13	33	81	**128**	488	60	**676**
Proposed posts 2014/15	–	1	14	35	86	**136**	530	64	**730**
Net change	**–**	**–**	**1**	**2**	**5**	**8**	**42**	**4**	**54**
Approved temporary positions[b] 2013/14	–	–	1	1	1	**3**	–	–	**3**
Proposed temporary positions[b] 2014/15	–	–	–	3	15	**18**	80	–	**98**
Net change	**–**	**–**	**(1)**	**2**	**14**	**15**	**80**	**–**	**95**
Subtotal									
Approved 2013/14	–	1	14	34	82	**131**	488	60	**679**
Proposed 2014/15	–	1	14	38	101	**154**	610	64	**828**
Net change	**–**	**–**	**–**	**4**	**19**	**23**	**122**	**4**	**149**
Supply Chain Management									
Approved posts 2013/14	–	1	17	36	195	**249**	619	123	**991**
Proposed posts 2014/15	–	1	14	26	169	**210**	610	68	**888**
Net change	**–**	**–**	**(3)**	**(10)**	**(26)**	**(39)**	**(9)**	**(55)**	**(103)**
Geospatial Information and Telecommunications Technology									
Approved posts 2013/14	–	1	7	11	123	**142**	98	171	**411**
Proposed posts 2014/15	–	–	4	7	92	**103**	132	120	**355**
Net change	**–**	**(1)**	**(3)**	**(4)**	**(31)**	**(39)**	**34**	**(51)**	**(56)**

	International staff								
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Security and Safety Section									
Approved posts 2013/14	–	–	6	29	146	**181**	723	–	**904**
Proposed posts 2014/15	–	–	6	28	143	**177**	724	–	**901**
Net change	–	–	–	**(1)**	**(3)**	**(4)**	**1**	–	**(3)**
Total									
Approved posts 2013/14	1	6	72	145	645	**869**	2 245	445	**3 559**
Proposed posts 2014/15	–	5	64	131	561	**761**	2 204	293	**3 258**
Net change	**(1)**	**(1)**	**(8)**	**(14)**	**(84)**	**(108)**	**(41)**	**(152)**	**(301)**
Approved temporary positions[b] 2013/14	–	–	1	1	1	**3**	–	–	**3**
Proposed temporary positions[b] 2014/15	–	–	–	3	15	**18**	80	–	**98**
Net change	–	–	**(1)**	**2**	**14**	**15**	**80**	–	**95**
Total									
Approved 2013/14	1	6	73	146	646	**872**	2 245	445	**3 562**
Proposed 2014/15	–	5	64	134	576	**779**	2 284	293	**3 356**
Net change	**(1)**	**(1)**	**(9)**	**(12)**	**(70)**	**(93)**	**39**	**(152)**	**(206)**

[a] Includes National Professional Officers and national General Service staff.
[b] Funded under general temporary assistance.

International staff: net decrease of 93 posts and positions (1 Assistant Secretary-General, 1 D-1, 1 P-5, 8 P-4, 9 P-3, 3 P-2 and 70 Field Service)

National staff: net increase of 39 posts (28 National Professional Officer and 11 national General Service posts)

United Nations Volunteers: net decrease of 152 positions

Conduct and Discipline Team

International staff: decrease of 1 post (abolishment of 1 P-4 post)

National staff: decrease of 1 post (abolishment of 1 national General Service post)

81. Pursuant to the recommendations of the civilian staffing review and the review of the staffing of the Conduct and Discipline Team, it is proposed that one P-4 and one national General Service posts be abolished, as they are no longer required.

HIV/AIDS Unit

National staff: decrease of 4 posts (abolishment of 2 National Professional Officer and 2 national General Service posts)

United Nations Volunteers: decrease of 1 position (abolishment)

82. Pursuant to the recommendations of the civilian staffing review, it is proposed that four national posts (2 National Professional Officer and 2 national General Service posts) and one United Nations Volunteer position be abolished, as they are no longer required.

Office of the Deputy Joint Special Representative (Operations and Management)

International staff: decrease of 6 posts (redeployment of 1 Assistant Secretary-General, 1 P-5, 2 P-4, 1 P-3 and 1 Field Service posts to Executive Direction and Management)

National staff: decrease of 4 posts (redeployment of 4 national General Service staff posts to Executive Direction and Management)

83. It is proposed that the Office of the Deputy Joint Special Representative (Operations and Management) be dismantled and that its 10 posts be redeployed to Executive Direction and Management in the Office of the Deputy Joint Special Representative (Pillar II). The Director of Mission Support, who initially reported to the Deputy Joint Special Representative (Operations and Management), would report directly to the Joint Special Representative.

Office of the Director of Mission Support

International staff: decrease of 1 post (abolishment of 1 Field Service post)

National staff: increase of 5 posts (conversion of 5 United Nations Volunteer positions to 2 national General Service and 3 National Professional Officer posts)

United Nations Volunteers: decrease of 6 positions (abolishment of 1 position and conversion of 5 positions to national posts)

84. The Office of the Director of Mission Support provides administrative, logistical and technical support to the military, police and civilian substantive offices of UNAMID in the implementation of its mandate. The restructuring of the Office to make it better aligned to the needs of the Operation and to achieve greater efficiency and effectiveness started in 2013/14.

85. It is proposed that in 2014/15 a risk management and compliance unit be established. Such a unit would be separate from the Budget Unit and report directly to the Director of Mission Support. The Unit would be staffed by redeploying one Risk Management and Compliance Officer (P-4) and one Administrative Officer (P-3) from the Budget Unit.

86. In line with the results of the civilian staffing review, it is also proposed that the staffing establishment of the Water and Environmental Protection Section be realigned and that one Field Service post and one United Nations Volunteer position be abolished. It is further proposed that five United Nations Volunteer positions be converted to national posts (three National Professional Officer and two national General Service posts).

Office of the Deputy Director of Mission Support

International staff: net decrease of 26 posts (abolishment of 2 Field Service posts, outward redeployment of 1 P-3 and 25 Field Service posts and inward redeployment of 1 P-4 and 1 P-2 posts)

National staff: net decrease of 105 posts (abolishment of 8 national General Service posts, outward redeployment of 1 National Professional Officer and 97 national General Service posts and conversion of 1 United Nations Volunteer position to a National Professional Officer post)

United Nations Volunteers: net decrease of 43 positions (abolishment of 18 positions, redeployment of 24 positions and conversion of 1 position to a National Professional Officer post)

87. A summary of the proposed staffing changes to the Office of the Deputy Director of Mission Support is presented in the table below:

Office/section/unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
Immediate Office of the Deputy Director of Mission Support	Reassignment	(1)	P-4	To the Property Management Section under the Office of the Deputy Director of Mission Support
	Redeployment	(49)	15 Field Service, 28 national General Service and 6 United Nations Volunteer	To the Centralized Warehousing, Receiving and Inspection and Property Disposal Section under Supply Chain Management
Net change		**(50)**		
Property Management Section	Redeployment	61	1 P-5, 4 P-3, 1 P-2, 22 Field Service, 1 National Professional Officer, 23 national General Service and 9 United Nations Volunteer	From Property Management and Centralized Warehousing
	Reassignment	1	1 P-4	From the immediate Office of the Deputy Director of Mission Support
	Reassignment	1	1 P-4	From Geospatial Information and Telecommunications Technology
Net change		**63**		
Sector offices	Reassignment	(1)	1 P-5	To the Centralized Warehousing, Receiving and Inspection and Property Disposal Section under Supply Chain Management
	Redeployment	(158)	5 P-3, 32 Field Service, 27 United Nations Volunteer, 92 national General Service and 2 National Professional Officer	To the Facilities Management Unit/Engineering Section under Operations and Services
	Abolishment	(28)	2 Field Service, 8 national General Service and 18 United Nations Volunteer	
Net change		**(187)**		

Office/section/unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
Contracts Management Section	Conversion	1	National Professional Officer	
	Conversion	(1)	United Nations Volunteer	From United Nations Volunteer to National Professional Officer
Net change		**0**		
Total change		**(174)**		

88. The restructuring of the mission support component, which started in 2013/14, will continue in 2014/15 to take into account major operational changes proposed under the global field support strategy and to align the support component with that of similarly sized missions in the region. To this effect, it is proposed that the receiving and inspection and assets disposal functions be transferred to the newly created Centralized Warehousing, Receiving and Inspection and Property Disposal Section under Supply Chain Management to allow for the co-location of supply chain-related functions to increase efficiency and improve delivery of service. In addition, the property and contingent-owned equipment management functions would be transferred from Property Management and Centralized Warehousing to the renamed Property Management Section in the Office of the Deputy Director of Mission Support.

89. The proposed staffing changes to the Office of the Deputy Director of Mission Support are set out below.

Immediate Office of the Deputy Director of Mission Support

90. It is proposed that one P-4 be reassigned to serve as Chief Contingent-owned Equipment Officer in the Property Management Section and that 15 Field Service and 28 national General Service posts, as well as 6 United Nations Volunteer positions, be redeployed to the Centralized Warehousing, Receiving and Inspection and Property Disposal Section under Supply Chain Management.

Property Management Section

91. It is proposed that property management functions be transferred from the Supply Chain Management to the Property Management Section in the Office of the Deputy Director of Mission Support. To that effect, it is proposed that 1 P-5, 4 P-3, 1 P-2, 22 Field Service, 1 National Professional Officer and 23 national General Service posts, as well as 9 United Nations Volunteer positions, be redeployed from the disbanded Property Management and Central Warehousing. In addition, one P-4 would be reassigned from the immediate Office of the Deputy Director of Mission Support to serve as Chief Contingent-owned Equipment Officer and another P-4 would be reassigned from the Office of the Chief of Communications and Information Technology Services to serve as Chief of the Property Control and Inventory Unit.

Sector offices

92. Pursuant to the recommendations of the civilian staffing review and the review of the staffing in sector offices in order to streamline and align their structure to the needs of the Operation, it is proposed that 10 posts (two Field Service and eight national General Service posts) and 18 United Nations Volunteer positions be abolished, as they are no longer required.

93. In addition, as a result of the dismantling of the General Service Section and the merging of its functions into the Engineering Section, it is proposed that 131 posts (5 P-3, 32 Field Service, 2 National Professional Officer and 92 national General Service) and 27 United Nations Volunteer positions be redeployed to the Facility Management Unit/Engineering Section under Operations and Services.

94. Finally, it is proposed that one P-5 post be redeployed to the Centralized Warehousing, Receiving and Inspection and Property Disposal Section to serve as Head of Unit.

Contract Management Section

95. Pursuant to the recommendations of the civilian staffing review and with the objective of building national capacity in Darfur, it is proposed that one Contract Management Assistant position (United Nations Volunteer) be converted to a National Professional Officer post.

Operations and Services

International staff: net increase of 23 posts and positions (abolishment of 5 posts (2 P-3 and 3 Field Service) and 3 temporary positions (1 P-4, 1 P-3 and 1 Field Service), conversion of 16 Field Service posts to national posts and inward redeployment of 47 posts (1 P-5, 7 P-3 and 39 Field Service))

National staff: net increase of 122 posts and positions (abolishment of 20 national General Service, conversion of 37 posts to national posts (23 national General Service and 14 National Professional Officer posts) and inward redeployment of 105 posts (2 National Professional Officer and 103 national General Service))

United Nations Volunteers: net increase of 4 positions (abolishment of 2 positions, conversion of 21 positions to national posts (8 National Professional Officer and 13 national General Service) and inward redeployment of 27 positions)

96. A summary of the proposed staffing changes in Operations and Services is presented in the table below:

Office/section/unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
Office of the Chief of Operations and Services	Redeployment	(12)	1 P-4, 3 Field Service and 8 national General Service	To the Mail, Pouch and Archives Unit under Geospatial Information and Telecommunications Technology
Net change		**(12)**		
Engineering Section	Abolishment	(27)	2 P-3, 3 Field Service, 20 national General Service and 2 United Nations Volunteer	
	Conversion	(10)	Field Service	From Field Service to national General Service
		(13)	United Nations Volunteer	From United Nations Volunteer to national General Service
		(6)	Field Service	From Field Service to National Professional Officer
		(7)	United Nations Volunteer	From United Nations Volunteer to National Professional Officer
	Conversion	36	23 national General Service and 13 National Professional Officer	
Net change		**(27)**		
Facilities Management Unit/Engineering Section	Conversion	(98)	3 P-3, 15 Field Service and 80 national General Service	To general temporary assistance
	Conversion	98	3 P-3, 15 Field Service and 80 national General Service	General temporary assistance
	Redeployment	158	5 P-3, 32 Field Service, 27 United Nations Volunteer, 92 national General Service and 2 National Professional Officer	From the sector offices under the immediate Office of the Deputy Director of Mission Support
Net change		**158**		
Human Resources Section	Redeployment	(6)	2 national General Service and 4 United Nations Volunteer	To the United Nations Volunteer Programme Unit
Net change		**(6)**		
United Nations Volunteer Programme Unit	Redeployment	6	2 national General Service and 4 United Nations Volunteer	From the Human Resources Section
Net change		**6**		
Procurement Section	Redeployment	33	1 P-5, 1 P-4, 2 P-3, 10 Field Service and 19 national General Service	From the Procurement Section under Supply Chain Management
Net change		**33**		

Office/section/unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
Finance Section	Abolishment	(3)	1 P-4, 1 P-3 and 1 Field Service (funded under general temporary assistance)	
Net change		**(3)**		
Staff Counselling and Welfare Section	Conversion	1	National Professional Officer	
	Conversion	(1)	United Nations Volunteer	From United Nations Volunteer to National Professional Officer
Net change		**(0)**		
Total change		**149**		

Office of the Chief of Operations and Services

97. It is proposed that the Mail, Pouch and Archives Unit be transferred from Operations and Services to Geospatial Information and Telecommunications Technology. To that effect, it is proposed that the 12 posts in the Unit (one P-4, three Field Service and eight national General Service) be redeployed from the Office of the Chief of Operations and Services to Geospatial Information and Telecommunications Technology.

Engineering Section

98. Given the merger of the Engineering Section, the Water and Environmental Section and the Facilities Management Unit into one section called the Engineering and Environmental Protection Section and the recommendations of the civilian staffing review, it is proposed that the staffing of the section be realigned to the current needs of UNAMID and that 25 posts (2 P-3, 3 Field Service and 20 national General Service) and 2 positions (United Nations Volunteer) be abolished, as they are no longer required. In addition, it is proposed that 16 international posts (Field Service) and 20 United Nations Volunteer positions be converted to national posts (23 national General Service and 13 National Professional Officer) to build national capacity.

Facilities Management Unit

99. As part of the first phase for the outsourcing of facilities management functions, it is proposed that 98 posts in the Facility Management Unit (3 P-3, 15 Field Service and 80 national General Service) be converted to general temporary assistance positions that will gradually be abolished during the period from 2015 to 2017.

100. As a result of the dismantling of the General Service Section and the merging of its functions into the Engineering Section, it is proposed that 131 posts (5 P-3, 32 Field Service, 2 National Professional Officer and 92 national General Service) and 27 United Nations Volunteer positions be redeployed to the Facility Management Unit/Engineering Section under Operations and Services.

United Nations Volunteer Programme Unit and Human Resources Section

101. The United Nations Volunteer support office, initially under the Human Resources Section, is now under the direct supervision of the Chief of Operations and Services in a separate unit. To that effect, the two national General Service posts and four United Nations Volunteer positions in charge of supporting United Nations Volunteers will be redeployed from the Human Resources Section to the United Nations Volunteer Programme Unit.

Procurement Section

102. Further to the restructuring of the mission's support component, it is proposed that procurement functions be transferred from Supply Chain Management to Operations and Services. To that effect 33 posts (1 P-5, 1 P-4, 2 P-3, 10 Field Service and 19 national General Service) would be redeployed.

Finance Section

103. It is proposed that the three general temporary assistance positions (1 P-4, 1 P-3 and 1 Field Service) that had been established in 2013/14 for a one-year period in support of the implementation of International Public Sector Accounting Standards (IPSAS) and Umoja be abolished.

Staff Counselling and Welfare Section

104. It is proposed that one United Nations Volunteer position be converted to a National Professional Officer post in line with the recommendations of the civilian staffing review for national capacity-building.

Supply Chain Management

International staff: net decrease of 39 posts (abolishment of 12 posts (3 P-3 and 9 Field Service), inward redeployment of 16 posts (1 P-5 and 15 Field Service), outward redeployment of 42 posts (2 P-5, 1 P-4, 6 P-3, 1 P-2 and 32 Field Service) and conversion of 1 Field Service post to a national General Service post)

National staff: net decrease of 9 posts (abolishment of 31 national General Service, outward redeployment of 43 posts (1 National Professional Officer and 42 national General Service), inward redeployment of 28 national General Service posts and conversion of 37 posts to national posts (7 National Professional Officer and 30 national General Service))

United Nations Volunteers: net decrease of 55 positions (abolishment of 16, inward redeployment of 6, outward redeployment of 9 and conversion of 36 positions to national posts)

103. A summary of the proposed changes in Supply Chain Management is presented in the table below:

Office/section/unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
Aviation	Conversion	(1)	1 P-4	To Field Service
		(2)	United Nations Volunteer	To National Professional Officer
	Conversion	3	1 Field Service and 2 National Professional Officer	
Net change		**0**		
Property Management and Centralized Warehousing	Conversion	3	1 National Professional Officer and 2 national General Service	
	Conversion	(1)	United Nations Volunteer	From United Nations Volunteer to National Professional Officer
		(2)	United Nations Volunteer	From United Nations Volunteer to national General Service
	Redeployment	(61)	1 P-5, 4 P-3, 1 P-2, 22 Field Service, 1 National Professional Officer, 23 national General Service and 9 United Nations Volunteer	To Property Management Section under the immediate Office of the Deputy Director of Mission Support
Net change		**(61)**		
Movement Control Section	Abolishment	(14)	3 Field Service and 11 national General Service	
	Conversion	(3)	United Nations Volunteer	To National Professional Officer
	Conversion	3	National Professional Officer	
Net change		**(14)**		
Procurement Section	Abolishment	(1)	1 P-3	
	Conversion	1	National General Service	
	Conversion	(1)	Field Service	To national General Service
	Redeployment	(33)	1 P-5, 1 P-4, 2 P-3, 10 Field Service and 19 national General Service	To Procurement Section under Operations and Services
Net change		**(34)**		
Centralized Warehousing, Receiving and Inspection and Property Disposal	Reassignment	1	P-5	From Sector Office under the immediate Office of the Deputy Director of Mission Support
	Redeployment	49	15 Field Service, 28 national General Service and 6 United Nations Volunteer	From the immediate Office of the Deputy Director of Mission Support
Net change		**50**		
Supply Section	Abolishment	(8)	1 P-3, 1 Field Service and 6 United Nations Volunteer	
	Conversion	1	National Professional Officer	
	Conversion	(1)	United Nations Volunteer	To National Professional Officer
Net change		**(8)**		

Office/section/unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
Transport Section	Abolishment	(36)	1 P-3, 5 Field Service, 20 national General Service and 10 United Nations Volunteer	
	Conversion	(27)	United Nations Volunteer	To national General Service
	Conversion	27	National General Service	
Net change		**(36)**		
Total change		**(103)**		

Aviation Section

106. Pursuant to the recommendations of the civilian staffing review for national capacity-building, it is proposed that two United Nations Volunteer international positions be converted to National Professional Officer posts and that the incumbents take over the functions of Air Operations Officers. In addition, it is proposed that one P-4 Air Aviation Officer post be converted to a Field Service post so as to provide staff in the Field Service category opportunities to assume additional responsibilities and enhance their skills.

Property Management and Centralized Warehousing

107. The property management function is transferred to the immediate Office of the Deputy Director of Mission Support and 61 posts and positions (1 P-5, 4 P-3, 1 P-2, 22 Field Service, 1 National Professional Officer, 23 national General Service and 9 United Nations Volunteer) are redeployed to the Property Management Section to that effect. In line with the recommendations of the civilian staffing review for national capacity-building, three United Nations Volunteer positions would be converted to national posts (one National Professional Officer and two national General Service) in conjunction with their redeployment.

Movement Control Section

108. Pursuant to the recommendations of the civilian staffing review, it is proposed that 14 posts (3 Field Service and 11 national General Service) be abolished, as they are no longer required and that three United Nations Volunteer positions be converted to National Professional Officer posts and that the incumbents take over the functions of Movement Control Officers.

Procurement Section

109. It is proposed that the procurement functions in Operations and Services be relocated and that 33 posts (1 P-5, 1 P-4, 2 P-3, 10 Field Service and 19 national General Service) be redeployed from the Procurement Section under Supply Chain Management to Operations and Services. In addition, pursuant to the recommendations of the civilian staffing review, one P-3 post would be abolished and one international post (Field Service) would be converted to a national General Service post prior to being redeployed.

Centralized Warehousing, Receiving and Inspection and Property Disposal Section

110. It is proposed that the receiving and inspection and assets disposal functions in the Office of the Deputy Director of Mission Support be transferred to the newly created Centralized Warehousing, Receiving and Inspection and Property Disposal Section under Supply Chain Management, to allow for the co-location of supply chain-related functions in the same office, thereby increasing efficiency and delivery of service. To that effect, 49 posts and positions (15 Field Service, 28 national General Service and 6 United Nations Volunteer) would be redeployed from the immediate Office of the Deputy Director of Mission Support to the new unit. In addition, one P-5 post would be reassigned from the sector offices to head the new section.

Supply Section

111. Pursuant to the recommendations of the civilian staffing review, it is proposed that two international posts (1 P-3 and 1 Field Service) and six United Nations Volunteer positions be abolished, as they are no longer required. In addition, in order to build national capacity, it is proposed that one United Nations Volunteer position be converted to a National Professional Officer post and that the incumbent take over the functions of Supply Officer.

Transport Section

112. Pursuant to the recommendations of the civilian staffing review, it is proposed that 6 international posts (1 P-3 and 5 Field Service), 20 national General Service posts and 10 United Nations Volunteer positions be abolished, as they are no longer required. In addition, to build national capacity, it is proposed that 27 United Nations Volunteer positions be converted to national General Service posts and that the incumbents take over the functions of Supply Assistants.

Geospatial Information and Telecommunications Technology (formerly Communication and Information Technology Service)

International staff: net decrease of 39 posts (abolishment of 19 posts (1 P-4, 2 P-3, 1 P-2 and 15 Field Service), inward redeployment of 4 posts (1 P-4 and 3 Field Service), outward redeployment of 5 posts (1 D-1, 1 P-4 and 3 Field Service), reassignment of 1 P-4 and conversion of 18 posts (1 P-2, 17 Field Service) to national posts)

National staff: net increase of 34 posts (inward redeployment of 8 national General Service, outward redeployment of 1 national General Service and conversion of 27 posts to national posts (5 National Professional Officer and 22 national General Service))

United Nations Volunteers: net decrease of 51 positions (abolishment of 42 and conversion of 9 positions to national posts)

113. A summary of the proposed changes to Geospatial Information and Telecommunications Technology is presented in the table below:

Office/section/unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
Office of the Chief of Geospatial Information and Telecommunications Technology	Reassignment	(1)	1 P-4	To the Property Management Section under the immediate Office of the Deputy Director of Mission Support
	Redeployment	(2)	1 D-1 and 1 Field Service	To the Regional Service Centre in Entebbe
	Abolishment	(15)	1 P-4, 1 P-3 and 13 Field Service	
	Conversion	(1)	1 P-4	Field Service
		(4)	United Nations Volunteer	National Professional Officer
		(5)	United Nations Volunteer	National General Service
	Conversion	10	1 Field Service, 4 National Professional Officer and 5 national General Service	
Net change		**(18)**		
Mail, Pouch and Archives Unit	Redeployment	12	1 P-4, 3 Field Service and 8 national General Service	From the Office of the Chief of Operations and Services
Net change		**12**		
Communications Section	Redeployment	(3)	2 Field Service and 1 national General Service	To the Regional Service Centre in Entebbe
	Abolishment	(27)	United Nations Volunteer	
	Conversion	9	National General Service	
	Conversion	(9)	Field Service	To national General Service
Net change		**(30)**		
Geographic Information Systems Section	Abolishment	(4)	1 P-3, 1 P-2 and 2 Field Service	
	Conversion	(1)	P-2	To National Professional Officer
	Conversion	1	National Professional Officer	
Net change		**(4)**		
Information Technology Section	Redeployment	(1)	1 P-4	To the Regional Service Centre in Entebbe
	Abolishment	(15)	United Nations Volunteer	

Office/section/unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
	Conversion	8	National General Service	
	Conversion	(8)	Field Service	To national General Service
Net change		**(16)**		
Total change		**(56)**		

Office of the Chief of Geospatial Information and Telecommunications Technology

114. Pursuant to the recommendations of the civilian staffing review and the review of the staffing and functions of the Office of the Chief of Geospatial Information and Telecommunications Technology, it is proposed that 15 international posts (1 P-4, 1 P-3 and 13 Field Service) be abolished, as they are no longer required and that 9 United Nations Volunteer positions be converted to national posts (4 National Professional Officer and 5 national General Service) to build national capacity. It is also proposed that one P-4 post be converted to a Field Service post to provide opportunities for staff in the Field Service category to assume additional responsibilities and enhance their skills. Finally, it is proposed that one P-4 be reassigned to the Property Management Section to serve as Chief of the Property Control and Inventory Unit.

115. In addition, it is proposed that two international posts (1 D-1 and 1 Field Service) be redeployed from the Office of the Chief of Geospatial Information and Telecommunications Technology to the Regional Service Centre in Entebbe to support the operation of a regional information and communications technology service.

Mail, Pouch and Archives Unit

116. It is proposed that the Mail, Pouch and Archives Unit be relocated from Operations and Services to Geospatial Information and Telecommunications Technology and that the 12 posts in the Unit (1 P-4, 3 Field Service and 8 national General Service) be redeployed from the Office of the Chief of Operations and Services to Geospatial Information and Telecommunications Technology.

Communications Section

117. Pursuant to the recommendations of the civilian staffing review and the review of the staffing and functions of the Communications Section, it is proposed that 27 United Nations Volunteer positions be abolished, as they are no longer required and that nine Field Service posts be converted to national General Service posts to build national capacity.

118. In addition, it is proposed that three posts (2 Field Service and 1 national General Service) be redeployed from the Communications Section to the Regional Service Centre in Entebbe, to support the operation of a regional information and communications technology service.

Geographic Information Systems Section

119. Pursuant to the recommendations of the civilian staffing review, it is proposed that four international posts (one P-3, one P-2 and two Field Service) be abolished and that one P-2 be converted to a National Professional Officer post to build national capacity.

Information Technology Section

120. Pursuant to the recommendations of the civilian staffing review, it is proposed that 15 United Nations Volunteer positions that are no longer required be abolished and that eight international posts (Field Service) be converted to national posts (national General Service) to build national capacity.

121. In addition, it is proposed that one P-4 post be redeployed from the Information Technology Section to the Regional Service Centre in Entebbe to support the operation of a regional information and communications technology service.

Security and Safety Section

International staff: decrease of 4 posts (abolishment of 3 Field Service posts and conversion of 1 P-2 post to a National Professional Officer post)

National staff: increase of 1 post (conversion of 1 P-2 post to a National Professional Officer post)

122. Pursuant to the results of the civilian staffing review and the review of the staffing of the Security and Safety Section, it is proposed that three Field Service posts that are no longer required be abolished and that one P-2 post be converted to a National Professional Officer post and that the incumbent take over the functions of Associate Security Officer.

F. Regional Service Centre in Entebbe

123. The results-based budgeting framework for the Regional Service Centre in Entebbe reflects indicators of achievement and outputs for the functions that have been identified for transfer to the Centre: check-in and check-out of field personnel; processing of education grants; operation of the Regional Training and Conference Centre; operation of the Transportation and Movement Integrated Control Centre; finance functions (aspects of field-based payroll, payments, cashier, accounts); human resources functions (international recruitment, post management and time and attendance); and operation of a regional information and communications technology service.

Expected accomplishments	*Indicators of achievement*
5.2 Effective and efficient check-in/check-out support to clients	5.2.1 Maintenance of the time required for check-in (2012/13: 89.3 per cent completed in 2 days; 2013/14: more than 98 per cent completed in 2 days and 100 per cent completed in 7 days; 2014/15: more than 98 per cent completed in 2 days and 100 per cent completed in 7 days)
	5.2.2 Maintenance of the time required for international personnel check-outs (2012/13: 99.3 per cent completed in 1 day; 2013/14: more than 98 per cent completed in 1 day and 100 per cent completed in 5 days; 2014/15: more than 98 per cent completed in 1 day and 100 per cent completed in 5 days)
	5.2.3 Sustained level of services by maintaining a short time for uniformed personnel check-outs (2012/13: 98 per cent completed in 3 days; 2013/14: more than 98 per cent completed in 3 days and 100 per cent completed in 7 days; 2014/15: more than 98 per cent completed in 3 days and 100 per cent completed in 7 days)

Outputs

- Check-in and check-out of 553 civilian personnel from UNAMID
- Check-in and check-out of 2,240 uniformed personnel from UNAMID

Expected accomplishments	*Indicators of achievement*
5.3 Effective and efficient education grant processing support to clients	5.3.1 Sustained level of services by maintaining a short time for processing education grant claims during the peak period (July-October) (2012/13: 46 per cent in less than 7 weeks; 2013/14: more than 96 per cent in less than 6 weeks; 2014/15: 96 per cent in 6 weeks)
	5.3.2 Sustained level of services by maintaining a short time for processing education grant claims during the off-peak period (November-June) (2012/13: 70.3 per cent in less than 4 weeks; 2013/14: more than 96 per cent in less than 3 weeks; 2014/15: 96 per cent in 3 weeks)
	5.3.3 Sustained level of services by reducing time for the payment of education grant claims during the peak period (July-October) (2012/13: not applicable; 2013/14: less than 12 per cent; 2014/15: 96 per cent in 1 week)

	5.3.4 Sustained level of services by reducing time for the payment of education grant claims during the off-peak period (November-June) (2012/13: not applicable; 2013/14: not applicable; 2014/15: 96 per cent in 3 days)
	5.3.5 Reduction in the average number of education grant claims returned to missions (2012/13: 4 per cent; 2013/14: less than 12 per cent; 2014/15: less than 11 per cent)

Outputs

- Processing of 2,048 education grant claims from UNAMID

Expected accomplishments	*Indicators of achievement*
5.4 Effective and efficient Regional Training and Conference Centre support to clients	5.4.1 Sustained level of services in the operation of the Regional Training and Conference Centre (2012/13: 6,391 participants in events organized by the Regional Service Centre in Entebbe; 2013/14: 6,000 participants; 2014/15: 6,000 participants)
	5.4.2 Maintenance of the response time to training requests received by the Regional Training and Conference Centre (2012/13: 47 per cent within 24 hours; 2013/14: 98 per cent within 24 hours; 2014/15: 98 per cent within 24 hours)
	5.4.3 Sustained level of customer satisfaction received from training participants (2012/13: 28 per cent of customers satisfied or more than satisfied; 2013/14: 99 per cent of customers satisfied or more than satisfied; 2014/15: 99 per cent of customers satisfied or more than satisfied)

Outputs

- 250 regional training sessions and conferences held, with the participation of 2,799 staff from UNAMID

Expected accomplishments	*Indicators of achievement*
5.5 Effective and efficient regional troop and police movement support to client missions	5.5.1 Timely coordination of regional troop and police movement flights by the Transportation and Movements Integrated Control Centre (2012/13: 839 flights; 2013/14: 1,179 flights; 2014/15: 555 flights)
	5.5.2 Reduction in the time required to provide a transportation solution for troop and police movement (2012/13: not applicable; 2013/14: 96 per cent within 5 days and 100 per cent within 14 days; 2014/15: 95 per cent within 5 days and 100 per cent within 10 days)

Outputs

- Coordination of 12 troop and police movement flights using United Nations long-term charter aircraft for UNAMID
- 420 troops and police moved for UNAMID

Expected accomplishments	*Indicators of achievement*
5.6 Effective and efficient support to regional air and surface transportation requirements from client missions	5.6.1 Regional flights operated on schedule (2012/13: not applicable; 2013/14: not applicable; 2014/15: at least 75 per cent operated on time) 5.6.2 Reduction in the time required to provide other transportation solutions (2012/13: not applicable; 2013/14: not applicable; 2014/15: 95 per cent within 5 days and 100 per cent within 10 days) 5.6.3 70 per cent of passengers and cargo capacity utilization (2012/13: not applicable; 2013/14: not applicable; 2014/15: 70 per cent) 5.6.4 80 per cent of flight hours utilization against budgeted hours (2012/13: not applicable; 2013/14: not applicable; 2014/15: 80 per cent)

Outputs

- 312 regional flights in support of UNAMID
- 10 surge (ad hoc) flights conducted in support of UNAMID
- 13,985 passengers transported on the integrated regional flight schedule in support of UNAMID
- 136,557 kg of cargo transported in support of UNAMID
- 810 flight hours undertaken in support of UNAMID

Expected accomplishments	*Indicators of achievement*
5.7 Effective and efficient finance services to clients	5.7.1 Maintenance of the time required to pay valid vendor invoices (2012/13: 86.8 per cent within 28 days; 2013/14: 98 per cent within 27 days; 2014/15: 98 per cent within 27 days) 5.7.2 Maintenance of the time required to process personnel claims (2012/13: 89 per cent within 28 days; 2013/14: 98 per cent within 21 days; 2014/15: 98 per cent within 21 days) 5.7.3 Maintain prompt payment discounts obtained from vendors (2012/13: not applicable; 2013/14: not applicable; 2014/15: 100 per cent of prompt payment discounts obtained for applicable vendor invoices)

	5.7.4 Reduction in the time taken to process electronic bank transfers (2012/13: 97 per cent within 3 days; 2013/14: 97 per cent within 3 days; 2014/15: 98 per cent within 3 days)
	5.7.5 Maintenance of the time to process staff monthly payroll and pay other allowances (2012/13: 99.8 per cent within 5 days; 2013/14: 98 per cent within 5 days; 2014/15: 98 per cent within 5 days)
	5.7.6 Sustained customer satisfaction rate for finance services (2012/13: 13 per cent for claims services, 21 per cent for payroll services, 16 per cent for vendor services; 2013/14: 80 per cent; 2014/15: 80 per cent)

Outputs

- Monthly financial statements prepared in compliance with IPSAS
- Payment of 23,323 personnel claims from UNAMID
- Payment of 1,286 international staff from UNAMID
- Payment of 3,363 national staff from UNAMID
- Payment of 8,319 uniformed personnel from UNAMID
- Payment of 598 United Nations Volunteers from UNAMID
- Payment of 1,800 individual contractors from UNAMID
- Payment of 1,260 vendors from UNAMID

Expected accomplishments	*Indicators of achievement*
5.8 Effective and efficient human resources services to clients	5.8.1 Maintenance of the time taken to complete onboarding/offer management requests from client missions within delegated authorities (2012/13: not applicable; 2013/14: not applicable; 2014/15: 98 per cent of onboarding cases completed within 90 days)
	5.8.2 Maintenance of the time taken to approve staff entitlements and benefits (2012/13: not applicable; 2013/14: 98 per cent within 14 days; 2014/15: 98 per cent within 14 days)
	5.8.3 Maintenance of the time taken to pay entitlements travel (2012/13: not applicable; 2013/14: 98 per cent within 14 days; 2014/15: 98 per cent within 14 days and 100 per cent within 20 days)
	5.8.4 Maintenance of the time taken to pay assignment grants (2012/13: not applicable; 2013/14: 98 per cent within 5 days; 2014/15: 98 per cent within 5 days)

	5.8.5 Contract extensions completed on time for payroll on all recommendations and ePerformance documents received from client missions (2012/13: not applicable; 2013/14: 100 per cent; 2014/15: 100 per cent)
	5.8.6 Maintenance of the time for final separation action and finalization of time and attendance records of separating staff (2012/13: not applicable; 2013/14: 98 per cent within 30 days; 2014/15: 98 per cent within 30 days)
	5.8.7 Maintenance of the time for issuance of tickets for official travel (2012/13: not applicable; 2013/14: 98 per cent within 7 days; 2014/15: 98 per cent within 7 days)
	5.8.8 Compliance with the requirement to purchase tickets for individual travellers 16 calendar days in advance of commencement of official travel (2012/13: not applicable; 2013/14: 75 per cent; 2014/15: 75 per cent)
	5.8.9 Maintenance of customer satisfaction rate for human resources services (2012/13: 15 per cent for recruitment and onboarding services, 40 per cent for travel services and 48 per cent for staff services; 2013/14: 90 per cent; 2014/15: 90 per cent)

Outputs

- Issuance of 424 offers for international positions from UNAMID
- Extension of 4,485 contracts for national and international staff from UNAMID
- Approval of 14,951 entitlements and benefits for UNAMID
- 8,061 airline tickets issued including civilian staff and uniformed personnel for UNAMID

Expected accomplishments	*Indicators of achievement*
5.9 Effective and efficient information technology support to client missions	5.9.1 Improvement of telephone billing services through the establishment of a regional structure and standardization (2012/13: not applicable; 2013/14: not applicable; 2014/15: 97 per cent of telephone bills sent within 7 days of receipt of user-verified invoice, 100 per cent within 15 days of receipt of user-verified invoice)
	5.9.2 Improvement of network performance in the missions through centralized management and monitoring at the technology centre (2012/13: not applicable; 2013/14: not applicable; 2014/15: 99 per cent network uptime per month)

	5.9.3 Sustain response time to incidents and service requests (2012/13: not applicable; 2013/14: not applicable; 2014/15: 100 per cent of all incidents and service requests are responded to within 3 hours)
	5.9.4 Service level compliance for incident resolution (2012/13: not applicable; 2013/14: not applicable; 2014/15: 90 per cent of all incidents will be resolved according to the priority assigned to them (critical incidents: the resolution target is 3 hours; high-priority incidents: the resolution target is 6 hours; medium-priority incidents: the resolution target is 12 hours; low-priority incidents: the resolution time is 48 hours))
	5.9.5 Service level compliance for service fulfilment (2012/13: not applicable; 2013/14: not applicable; 2014/15: 90 per cent of all requests for service will be resolved according to the priority assigned to them (critical incidents: the resolution target is 2 hours; high-priority incidents: the resolution target is 4 hours; medium-priority incidents: the resolution target is 24 hours; low-priority incidents: the resolution target is 48 hours))
	5.9.6 Increased client satisfaction rating for regional information and communications technology services (2012/13: not applicable; 2013/14: not applicable; 2014/15: 90 per cent customer satisfaction)
Outputs	
• Effective management of 7,924 telephone accounts in support of UNAMID	
External factors	
• System failures (commercial leased circuits; Entebbe support base infrastructure)	
• Power failures	

Table 7
Human resources: Regional Service Centre in Entebbe

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Regional Service Centre Team									
Deployed posts 2013/14	–	1	–	–	–	1	–	–	**1**
Proposed posts 2014/15	–	1	–	–	–	1	–	–	**1**
Net change	–	–	–	–	–	–	–	–	–
Education grant									
Deployed posts 2013/14	–	–	–	–	2	**2**	1	–	**3**
Proposed posts 2014/15	–	–	–	–	2	**2**	1	–	**3**
Net change	–	–	–	–	–	–	–	–	–
Regional Training and Conference Centre									
Deployed posts 2013/14	–	–	–	–	1	**1**	2	–	**3**
Proposed posts 2014/15	–	–	–	–	1	**1**	2	–	**3**
Net change	–	–	–	–	–	–	–	–	–
Transportation and Movements Integrated Control Centre									
Deployed posts 2013/14	–	–	3	–	1	**4**	–	–	**4**
Proposed posts 2014/15	–	–	3	–	1	**4**	–	–	**4**
Net change	–	–	–	–	–	–	–	–	–
Finance Section									
Deployed posts 2013/14	–	–	3	3	12	**18**	23	–	**41**
Proposed posts 2014/15	–	–	3	3	12	**18**	23	–	**41**
Net change	–	–	–	–	–	–	–	–	–
Human Resources Section									
Deployed posts 2013/14	–	–	2	4	24	**30**	19	–	**49**
Proposed posts 2014/15	–	–	2	4	21	**27**	22	–	**49**
Net change	–	–	–	–	**(3)**	**(3)**	**3**	–	–
Information Technology Section									
Deployed posts 2013/14	–	–	–	–	–	–	4	–	**4**
Proposed posts 2014/15	–	1	1	–	3	**5**	5	–	**10**
Net change	–	**1**	**1**	–	**3**	**5**	**1**	–	**6**
Logistics									
Deployed posts 2013/14	–	–	1	–	–	**1**	–	–	**1**
Proposed posts 2014/15	–	–	1	–	–	**1**	–	–	**1**
Net change	–	–	–	–	–	–	–	–	–

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Total									
Deployed posts 2013/14	–	1	9	7	40	**57**	49	–	**106**
Proposed posts 2014/15	–	2	10	7	40	**59**	53	–	**112**
Net change	–	**1**	**1**	–	–	**2**	**4**	–	**6**

International staff: net increase of 2 posts (redeployment of 1 D-1, 1 P-4 and 3 Field Service posts and conversion of 3 Field Service posts to national posts)

National staff: increase of 4 posts (redeployment of 1 national General Service post and conversion of 1 National Professional Officer and 2 national General Service posts to national posts)

124. It is proposed that five international posts (one D-1, one P-4 and three Field Service) and one national General Service post be redeployed to the Regional Service Centre in Entebbe to support the operation of a regional information and communications technology service to allow the Centre to realize the improvements and efficiencies identified for information technology functions, including telephone billing, regional network security and geospatial information systems.

125. In addition, it is proposed that three international posts (Field Service) be converted into one National Professional Officer and two national General Service posts in the Human Resources Section.

II. Financial resources

A. Overall

(Thousands of United States dollars. Budget year is 1 July to 30 June.)

Category	Expenditures[a] (2012/13)	Apportionment[a] (2013/14)	Cost estimates (2014/15)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
Military and police personnel					
Military observers	12 961.3	10 301.9	12 136.7	1 834.8	17.8
Military contingents	505 196.8	459 450.5	423 323.3	(36 127.2)	(7.9)
United Nations police	144 697.7	123 836.3	101 678.2	(22 158.1)	(17.9)
Formed police units	75 135.1	72 219.4	69 985.0	(2 234.4)	(3.1)
Subtotal	**737 990.9**	**665 808.1**	**607 123.2**	**(58 684.9)**	**(8.8)**
Civilian personnel					
International staff	214 757.5	196 473.6	182 841.4	(13 632.2)	(6.9)
National staff	54 839.8	60 923.4	60 263.0	(660.4)	(1.1)
United Nations Volunteers	20 956.4	21 974.6	15 480.6	(6 494.0)	(29.6)
General temporary assistance	3 926.7	4 367.3	6 037.4	1 670.1	38.2
Government-provided personnel	322.2	306.5	312.7	6.2	2.0
Subtotal	**294 802.6**	**284 045.4**	**264 935.1**	**(19 110.3)**	**(6.7)**
Operational costs					
Civilian electoral observers	–	–	–	–	–
Consultants	619.1	189.7	407.6	217.9	114.9
Official travel	7 102.7	5 028.5	6 379.0	1 350.5	26.9
Facilities and infrastructure	101 203.2	96 773.2	107 347.7	10 574.5	10.9
Ground transportation	18 924.4	14 987.8	15 590.8	603.0	4.0
Air transportation	180 350.2	196 410.8	168 018.8	(28 392.0)	(14.5)
Naval transportation	–	–	–	–	–
Communications	18 330.3	21 614.7	22 635.1	1 020.4	4.7
Information technology	19 655.5	13 697.4	16 554.6	2 857.2	20.9
Medical	2 355.7	1 805.1	1 753.8	(51.3)	(2.8)
Special equipment	–	–	–	–	–
Other supplies, services and equipment	32 639.0	32 887.3	31 944.3	(943.0)	(2.9)
Quick-impact projects	1 748.3	2 000.0	2 000.0	–	–
Subtotal	**382 928.5**	**385 394.5**	**372 631.7**	**(12 762.8)**	**(3.3)**
Gross requirements	**1 415 722.0**	**1 335 248.0**	**1 244 690.0**	**(90 558.0)**	**(6.8)**
Staff assessment income	23 095.6	23 392.7	22 286.7	(1 106.0)	(4.7)
Net requirements	**1 392 626.4**	**1 311 855.3**	**1 222 403.3**	**(89 452.0)**	**(6.8)**
Voluntary contributions in kind (budgeted)	–	–	–	–	–
Total requirements	**1 415 722.0**	**1 335 248.0**	**1 244 690.0**	**(90 558.0)**	**(6.8)**

[a] Reflects the realignment of resources for Government-provided personnel from the operational costs group to the civilian personnel group of expenditure, and the realignment of resources for the self-sustainment of uniformed personnel from the operational costs group to the military and police personnel group of expenditure.

B. Non-budgeted contributions

126. The estimated value of non-budgeted contributions for the period from 1 July 2014 to 30 June 2015 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status-of-forces agreement[a]	15 023.7
Voluntary contributions in kind (non-budgeted)	–
Total	**15 023.7**

[a] Includes value of land contributed by the Government of the Sudan ($12,099,858) and services in accordance with the status-of-forces agreement, including: landing rights at airports ($1,463,051) and airport fees and embarkation/disembarkation fees ($1,460,760).

C. Efficiency gains

127. The cost estimates for the period from 1 July 2014 to 30 June 2015 take into account the following efficiency initiatives:

Category	*Amount (thousands of United States dollars)*	*Initiative*
Air transportation	26 141.5	Reduction of 1 LJ-60 fixed-wing, 1 MD-83 fixed-wing and 1 Mi-8 MTV rotary-wing aircraft as a result of the reconfiguration of the existing aviation fleet, taking into account the composition of assets deployed in the Transportation and Movements Integrated Control Centre and neighbouring missions
Other freight and related costs	814.5	Reduction related to the use of a new container-loading system that allows for trucks to be loaded and offloaded without using a heavy forklift from a third-party contractor, resulting in savings of $2,121 per convoy for 32 convoys per month during 2014/15
Total	**26 956.0**	

D. Vacancy factors

128. The cost estimates for the period from 1 July 2014 to 30 June 2015 take into account the following vacancy factors:

(Percentage)

Category	Actual 2012/13	Budgeted 2013/14	Projected 2014/15
Military and police personnel			
Military observers	11.5	22	5
Military contingents	18.4	2	9
United Nations police	30.2	5	8
Formed police units	15.6	5	2.5
Civilian personnel			
International staff[a]	15.5	16	18
National staff			
National Professional Officers	20.5	30	35
National General Service staff[a]	13.0	13	10
United Nations Volunteers	27.1	27	20
Temporary positions[b]			
International staff	27.3	27	45
National staff	13.3	17	15
Government-provided personnel	8.3	15	10

[a] Rates reflect personnel in UNAMID, excluding the 112 civilian personnel transferred to the Regional Service Centre in Entebbe, for which a delayed recruitment factor of 5 per cent is applied for international and national staff.

[b] Funded under general temporary assistance.

129. The proposed vacancy factors are based on the Operation's experience to date and take into account its challenges in relation to the generation and deployment to Darfur of military and police personnel and the recruitment of suitable civilian staff. Due consideration has been given to historical levels of incumbency, current vacancy rates and difficulties in recruiting staff in the light of the delays in the issuance of visas. With regard to the civilian staffing vacancy rates, due consideration has been given to the recommendations of the mandate review carried out pursuant to Security Council resolution 2113 (2013) that could impact the Operation's capacities. The projected vacancy rate takes into account the proposed conversion of 37 posts to National Professional Officer posts.

E. Contingent-owned equipment: major equipment and self-sustainment

130. Requirements for the period from 1 July 2014 to 30 June 2015 are based on standard reimbursement rates for major equipment (wet-lease) and self-sustainment in the total amount of $152,850,900, as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Major equipment	
Military contingents	73 550.3
Formed police units	15 185.5
Subtotal	**88 735.8**
Self-sustainment	
Military contingents	54 961.9
Formed police units	9 153.2
Subtotal	**64 115.1**
Total	**152 850.9**

Mission factors	*Percentage*	*Effective date*	*Last review date*
A. Applicable to mission area			
Extreme environmental condition factor	2.6	1 January 2008	–
Intensified operational condition factor	3.8	1 January 2008	–
Hostile action/forced abandonment factor	3.3	1 January 2008	–
B. Applicable to home country			
Incremental transportation factor	0-3.0		

F. Training

131. The estimated resource requirements for training for the period from 1 July 2014 to 30 June 2015 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Consultants	
Training consultants	124.3
Official travel	
Official travel, training	2 420.0
Other supplies, services and equipment	
Training fees, supplies and services	1 431.6
Total	**3 975.9**

132. The number of participants planned for the period from 1 July 2014 to 30 June 2015, compared with previous periods, is as follows:

(Number of participants)

	International staff			*National staff*			*Military and police personnel*		
	Actual 2012/13	*Planned 2013/14*	*Proposed 2014/15*	*Actual 2012/13*	*Planned 2013/14*	*Proposed 2014/15*	*Actual 2012/13*	*Planned 2013/14*	*Proposed 2014/15*
Internal	263	929	1 684	138	720	1 156	41	212	179
External[a]	317	328	204	106	101	87	23	22	17
Total	**580**	**1 257**	**1 888**	**244**	**821**	**1 243**	**64**	**234**	**196**

[a] Includes the United Nations Logistics Base at Brindisi, Italy, and outside the mission area.

133. The planned training programme for the 2014/15 period, geared towards the continuous upgrading of the leadership, management and organizational development skills, as well as at strengthening the substantive and technical capacity of the Operation's personnel, will involve 3,327 participants, comprising 1,888 international, 1,243 national and 196 military and police personnel. The areas of training will include aviation safety and operations, information and communications technology, administration, the rule of law, the peace process, the protection of civilians, human rights, humanitarian issues, disarmament, demobilization and reintegration, security, medical services, procurement, property management, transport, engineering, and financial management and budget preparation. The training of various categories of staff will enhance services, improve technical and professional skills and ensure better support for the various components of the Operation.

G. Disarmament, demobilization and reintegration

134. The estimated resource requirements for disarmament, demobilization and reintegration for the period 1 July 2014 to 30 June 2015 are as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Other supplies, services and equipment	
Other services	2 000.0
Total	**2 000.0**

135. The estimate of $2,000,000 proposed under "other services" includes the provision of labour-intensive income-generating projects for at-risk youth to support reductions in banditry and crime in communities, including camps for internally displaced persons. On the basis of a second-generation disarmament, demobilization and reintegration approach, it is expected that during the 2014/15 financial period an estimated 7,000 ex-combatants and youth will participate in community-based labour-intensive projects. Such projects are aimed at addressing community security through the provision of short-term work and training opportunities as well as through public information activities to promote peaceful community relations.

136. The Operation's role in the provision of disarmament, demobilization and reinsertion support for the demobilization of ex-combatants is reflected in the following outputs under expected accomplishment 2.2 of the results-based-budgeting frameworks:

- Organization of 12 meetings with the Sudan Disarmament, Demobilization and Reintegration Commission and relevant authorities, in collaboration with the United Nations country team, to provide policy and operational advice on the implementation of a disarmament, demobilization and reintegration plan, as well as civilian and community arms control initiatives and complementary measures for Darfur, including the implementation of community-based labour-intensive projects in support of violence reduction
- Coordination of reinsertion activities, including community-based labour-intensive projects, for 7,000 ex-combatants and community members, to contribute to community security through the provision of short-term work opportunities
- Public information events and messages for 7,000 ex-combatants and community members, promoting peaceful community relations and delivered in conjunction with labour-intensive projects

H. Mine detection and mine-clearing services

137. The estimated resource requirements for mine detection and mine-clearing services for the period from 1 July 2014 to 30 June 2015 are as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Other supplies, services and equipment	
Mine detection and mine-clearing services	9 119.9
Total	**9 119.9**

138. The provision for mine detection and mine-clearing services encompasses funding for temporary international and national positions at an estimated cost of $3,158,276; contracts for route assessment and explosive-ordnance disposal at an estimated cost of $3,897,848; risk education, data-gathering and coordination, as well as capacity-building with the National Mine Action Centre, at an estimated cost of $798,000; travel at an estimated cost of $209,482; and other operating costs, including the acquisition of equipment, fuel, insurance, maintenance of vehicles and communications equipment, administrative costs and supplies, estimated at $380,760. The provision also includes the management and service support fee of an implementing partner at the rate of $675,549.

139. The Operation's role in mine detection and mine-clearing activities is reflected in the following outputs, included under expected accomplishments 2.1 and 4.1 of the results-based-budgeting frameworks:

- Provision of explosive ordnance disposal-related response, survey and clearance services, focusing on 30 targets representing 80 per cent of the recorded dangerous areas in Darfur
- Training of 100 Sudanese police officers to undertake unexploded ordnance spot tasks and provision of 4 workshops to staff of the National Mine Action Centre
- Provision of educational sessions on the risks posed by explosive remnants of war to 1,000,000 Darfuris throughout the five states utilizing a variety of outlets
- Provision of 5 income-generating projects in Darfur for victims of unexploded ordnance accidents with the support of international non-governmental organizations and United Nations agencies, funds and programmes

I. Quick-impact projects

140. The estimated resource requirements for quick-impact projects for the period from 1 July 2014 to 30 June 2015, compared with previous periods, are as follows:

(Thousands of United States dollars)

Period	*Amount*	*Number of projects*
1 July 2012 to 30 June 2013 (actual)	1 748.2	99
1 July 2013 to 30 June 2014 (approved)	2 000.0	80
1 July 2014 to 30 June 2015 (proposed)	2 000.0	80

141. Since the inception of quick-impact projects, UNAMID has gained the trust and confidence of its national counterparts and beneficiaries, thus attracting a higher level of demand for such projects. The projects have been positively received and continue to deepen ongoing dialogue with the population and key actors in the peace process. An improvement in the security situation coupled with the continued availability of resources should allow UNAMID to use these projects as a bridge to foster community dialogue, reconciliation and peaceful coexistence. There continues to be a need to demonstrate in tangible terms the Operation's commitment to the Darfuri early recovery process by way of improved access to rural and remote areas, the strengthening of rule of law institutions and local governance, the reconciliation of civil society and the creation of short-term employment opportunities in vulnerable communities. Quick-impact projects will continue to serve as a way to assist in sustaining and consolidating the relationship between UNAMID and the local population. These projects will facilitate the creation of the enabling environment needed to build the confidence of internally displaced persons and the population at large. Quick-impact projects will also strengthen the partnership with civil society and non-governmental organizations and bring about tangible benefits for a population that expects to see immediate gains.

142. The quick-impact projects planned for 2014/15 comprise 25 projects for the empowerment of underrepresented groups of the population (through women's development centres, youth centres and community centres), 14 projects on health (construction of voluntary counselling and testing centres, furnishing of medical facilities), 23 projects on education (furnishing, upgrading and/or equipping existing schools), 3 projects on early recovery and livelihoods (installation of water pumps),

10 projects on water and sanitation (installation of water yards, provision of water points) and 5 projects on environmental protection (installation of solar panels to various institutions).

J. Regional Service Centre in Entebbe: financial resources

(Thousands of United States dollars)

Category	*Apportionment (2013/14)* (1)	*Cost estimates (2014/15)* (2)	*Variance* Amount (3)=(1)-(2)	*Variance* Percentage (4)=(3)÷(1)
Civilian personnel				
International staff	8 428.7	8 304.9	123.8	1.5
National staff	688.5	1 067.2	(378.7)	(55.0)
United Nations Volunteers	–	–	–	–
General temporary assistance	–	–	–	–
Subtotal	**9 117.2**	**9 372.1**	**(254.9)**	**(2.8)**
Operational costs				
Government-provided personnel	–	–	–	–
Civilian electoral observers	–	–	–	–
Consultants	130.6	93.9	36.7	28.1
Official travel	73.8	49.6	24.2	32.8
Facilities and infrastructure	2 610.9	3 134.9	(524.0)	(20.1)
Ground transportation	59.3	61.8	(2.5)	(4.2)
Air transportation	–	–	–	–
Naval transportation	–	–	–	–
Communications	443.0	417.9	25.1	5.7
Information technology	170.5	653.9	(183.4)	(39.0)
Medical	30.2	18.9	11.3	37.4
Special equipment	–	–	–	–
Other supplies, services and equipment	44.0	63.7	(19.7)	(44.8)
Quick-impact projects	–	–	–	–
Subtotal	**3 862.3**	**4 494.6**	**(632.3)**	**(16.4)**
Gross requirements	**12 979.5**	**13 866.7**	**(887.2)**	**(6.8)**
Staff assessment income	906.5	960.6	(54.1)	(6.0)
Net requirements	**12 073.0**	**12 906.1**	**(833.1)**	**(6.9)**
Voluntary contributions in kind (budgeted)	–	–	–	–
Total requirements	**12 979.5**	**13 866.7**	**(887.2)**	**(6.8)**

III. Analysis of variances[1]

143. The standard terms applied with respect to the analysis of resources variances in this section are defined in annex I.B to the present report. The terminology used is the same as that used in previous reports.

	Variance	
Military observers	$1 834.8	17.8%

- **Management: additional inputs and outputs**

144. The variance is mainly attributable to the application of a lower vacancy rate of 5 per cent compared to the rate of 22 per cent applied in 2013/14, based on the increased deployment of military observers owing to improvements with respect to the issuance of visas by the authorities.

	Variance	
Military contingents	($36 127.2)	(7.9%)

- **Management: reduced inputs and outputs**

145. The variance is mainly attributable to the application of a delayed deployment factor of 9 per cent compared to the factor of 2 per cent applied in 2013/14, based on a lower planned deployment of military contingents and to the reduced requirements for rations owing to a reduced average cost per unit of $6.84 compared with the average cost per unit of $10.59 applied in 2013/14. The reduced requirements are partly offset by increased requirements for the rotation of contingents owing to the utilization of chartered commercial flights.

	Variance	
United Nations police	($22 158.1)	(17.9%)

- **Management: reduced inputs and outputs**

146. The variance is mainly attributable to the application of a delayed deployment factor of 8 per cent compared with the factor of 5 per cent applied in 2013/14, based on a lower planned deployment of United Nations police officers.

	Variance	
Formed police units	($2 234.4)	(3.1%)

- **Reduced inputs, same outputs**

147. The main factor contributing to the variance is the reduced requirement for rations owing to a reduced average cost per unit of $6.84 compared with the average cost per unit of $10.59 applied in 2013/14. The reduced requirements are partially offset by the additional requirements for the reimbursement of police-contributing countries owing to a planned higher deployment of formed police units and

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

additional requirements for the rotation of formed police units owing to the utilization of chartered commercial flights.

	Variance	
International staff	($13 632.2)	(6.9%)

- **Management: reduced inputs and outputs**

148. The variance is attributable to the net reduction of 125 international posts owing to the abolishment of 62 posts, the conversion of 45 posts to national posts (42 in UNAMID and 3 in the Regional Service Centre in Entebbe), as well as the conversion of 18 posts to positions funded under general temporary assistance as a result of the implementation of the recommendations of the comprehensive civilian staffing review.

	Variance	
National staff	($660.4)	(1.1%)

- **Management: reduced inputs, same outputs**

149. The variance is attributable to the net reduction of 41 posts owing to the abolishment of 78 posts, the addition of 117 national posts from the conversion of 45 international posts (42 in UNAMID and 3 in the Regional Service Centre in Entebbe) and 72 United Nations Volunteer positions and the conversion of 80 posts to positions funded under general temporary assistance. The reduced requirements were offset by an increase of 15 per cent in danger pay.

	Variance	
United Nations Volunteers	($6 494.0)	(29.6%)

- **Management: reduced inputs and outputs**

150. The variance is attributable to the reduction of 180 United Nations Volunteer positions owing to the abolishment of 108 positions and the conversion of 72 international positions to national posts, as a result of the implementation of the recommendations of the comprehensive civilian staffing review.

	Variance	
General temporary assistance	$1 670.1	38.2%

- **Increased inputs, same output**

151. The variance is mainly attributable to the proposed conversion of 98 posts (3 P-3, 15 Field Service and 80 national General Service) to positions funded under general temporary assistance in the Facilities Management Unit as the first phase in the proposed outsourcing of facility management functions, offset by the abolishment of the 3 international temporary positions (1 P-4, 1 P-3 and 1 Field Service) in the Finance Section that had been created in 2013/14 for one year to support the implementation of IPSAS and Umoja.

	Variance	
Consultants	$217.9	114.9%

- **Management: increased inputs and outputs**

152. The variance is mainly attributable to the increased requirements for training consultants in support of the Operation's initiative to build the professional capacity of national staff pursuant to the recommendations of the comprehensive civilian staffing review, to encourage their growth in managerial and technical functions within the Operation over a three-year period by delivering learning and development programmes.

	Variance	
Official travel	$1 350.5	26.9%

- **Management: increased inputs and outputs**

153. The variance is mainly attributable to the increased requirements for official travel to enable national staff to travel to the Regional Service Centre in Entebbe to attend learning and development programmes in line with the capacity-building programme for national staff and to increased requirements for non-training-related official travel in relation to consultations with non-signatory movements as a result of progress made in the implementation of the Darfur-Darfur dialogue and consultation process.

	Variance	
Facilities and infrastructure	$10 574.5	10.9%

- **Management: increased inputs and outputs**

154. The variance is primarily attributable to the following: (a) increased requirements for petrol, oil and lubricants owing to a projected increase in fuel consumption because of the increased usage of higher-capacity generators in three additional warehouses and in the new offices and accommodation premises in Al Da'ein and owing to an increase of 31 per cent in the operation and maintenance fee in the current fuel contract compared with 2013/14; (b) increased requirements for construction work related to the Regional Service Centre; and (c) the acquisition of refrigeration and water purification equipment, water and septic tanks and accommodation equipment to replace worn-out equipment.

155. The overall increased requirements were partially offset by reduced requirements for rental of premises owing to the planned relocation of UNAMID personnel to accommodation provided by the Operation in the super-camps and by reduced requirements for field defence and office supplies owing to sufficient available stock.

	Variance	
Ground transportation	$603.0	4.0%

- **Management: increased inputs and outputs**

156. The variance is mainly attributable to a higher planned fuel consumption for UNAMID and contingent-owned vehicles and to an increase of 31 per cent in the operation and maintenance fee in the current fuel contract compared with 2013/14.

	Variance	
Air transportation	($28 392.0)	(14.5%)

- **Management: reduced inputs and outputs**

157. The variance is mainly attributable to the reconfiguration of the UNAMID aviation fleet resulting in the reduction of two fixed-wing (one LJ-60 and one MD-83) and one Mi-8 rotary-wing aircraft.

	Variance	
Communications	$1 020.4	4.7%

- **Management: additional inputs and outputs**

158. The variance is mainly attributable to an allocation of indirect costs to support Umoja and other information technology systems in the field. A detailed explanation is contained in the report of the Secretary-General on the financing of the United Nations peacekeeping operations (A/68/731).

	Variance	
Information technology	$2 857.2	20.9%

- **Management: additional inputs and outputs**

159. The variance is mainly attributable to an allocation of indirect costs to support Umoja and other information technology systems in the field. A detailed explanation is contained in the report of the Secretary-General on the financing of the United Nations peacekeeping operations (A/68/731).

	Variance	
Other supplies, services and equipment	($943.0)	(2.9%)

- **Management: reduced inputs and outputs**

160. The variance is mainly attributable to reduced requirements for freight owing to the decrease in freight-forwarding activities of the Operation, partially offset by increased requirements for the acquisition of personal protection gear for mission personnel.

IV. Actions to be taken by the General Assembly

161. **The actions to be taken by the General Assembly in connection with the financing of the Operation are:**

(a) Appropriation of the amount of $1,244,690,000 for the maintenance of the Operation for the 12-month period from 1 July 2014 to 30 June 2015;

(b) Assessment of the amount of $207,448,333 for the period from 1 July to 31 August 2014;

(c) Assessment of the amount of $1,037,241,667 for the period from 1 September 2014 to 30 June 2015 at a monthly rate of $103,724,167 should the Security Council decide to continue the mandate of the Mission.

V. Summary of follow-up action taken to implement the decisions and requests made by the General Assembly in its resolution 67/284, and requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the General Assembly

A. General Assembly

(Resolution 67/284)

Decisions and requests to the Secretary-General	*Action taken to implement decisions and requests*
Requests the Secretary-General to take steps to ensure that all personnel adhere fully to the security procedures in place (para. 9)	The Operation continues to ensure that all security measures are in place to protect Operation personnel, installations and properties from all aspects of criminality. To ensure the safety of personnel and properties, UNAMID continues to observe a curfew for mission personnel that allows no movement of UNAMID vehicles between 7 p.m. and 7 a.m. The curfew is enforced by military and police personnel to ensure compliance. Other measures in place are the restricted access controls and round-the-clock guarding by Operation security personnel in all UNAMID compounds and installations, and the enforcement of compliance with minimum operating residential security standards at all rented UNAMID accommodations. In addition, UNAMID continues to provide predeployment and induction training for all mission personnel to increase awareness about basic security operations and personal protection. To ensure the safety and security of the Operation's leadership and VIP visitors, round-the-clock personnel protection by armed security guards is provided. As an additional security measure, UNAMID has transferred a large number of international civilian staff and uniformed personnel to accommodations in the Operation's super-camps and team sites, with round-the-clock security services. To complement the security measures put in place by the Operation, the host Government provides a large number of armed police personnel stationed near UNAMID key premises to guard the Operation's assets and personnel. Joint regular patrols with formed-police units take place to deter banditry and any other attacks.
Further requests the Secretary-General to ensure that future budget submissions contain sufficient information, explanation and justification of the proposed resource requirements relating to operational costs in order to allow Member States to take well-informed decisions (para. 13)	UNAMID acknowledges the request of the General Assembly and will continue to ensure that sufficient information and justification are provided in budget submissions. To ensure full compliance with the request, UNAMID has put in place a mechanism whereby budget proposals undergo thorough screening and vetting by the budget steering committee, headed by the Joint Special Representative, and the budget steering subcommittee,

Decisions and requests to the Secretary-General	*Action taken to implement decisions and requests*
	chaired by the Director of Mission Support. This is in addition to the initial screening conducted by the Budget Section with the self-accounting units on their resource requirements and planning assumptions and is further complemented by the checks conducted at United Nations Headquarters on the Operation's budget submissions. This mechanism will continue to ensure that all budget submissions undergo thorough screening and vetting so as to capture all necessary information and reflect the Operation's budgetary requirements and that sound and proper justifications are provided on all budget proposals, especially with regard to operational costs.
Requests the Secretary-General to ensure that all procurement projects for the Organization are in full compliance with relevant provisions (para. 15)	UNAMID will continue to ensure that all procurement proceedings are conducted in full compliance with the provisions of the United Nations Procurement Manual.

B. Advisory Committee on Administrative and Budgetary Questions

(A/67/780/Add.7)

Request	*Response*
The Advisory Committee recalls that in paragraph 29 of its resolution 64/243, relating to the programme budget, the General Assembly requested that, where possible, the indicators of achievement used should measure achievements in the implementation of the programmes of the Organization and not those of individual Member States. The Advisory Committee maintains the view that expected accomplishments should reflect what could realistically be achieved by the mission itself and activities for which the mission could be held accountable (see A/66/718, para. 10) (para. 5)	UNAMID will ensure that indicators of achievement and expected accomplishment continue to be based on realistic assumptions.
The Advisory Committee expects that the outstanding claims will be settled expeditiously (para. 8)	UNAMID acknowledges the recommendation and will ensure that all outstanding claims are paid expeditiously and in a timely manner.
The Advisory Committee takes note of the proposed restructuring of the Mission Support Division and trusts that the new organizational structure will enhance efficiency and effectiveness in service delivery. The Committee recommends that the Secretary-General be requested to report on the results of this initiative in the relevant performance report (para. 23)	UNAMID will provide information on the results of the impact of the restructuring of the Mission Support Division in the 2013/14 performance report, as requested.

Request	*Response*
While recognizing the challenges faced by the Operation, the Advisory Committee recalls its earlier stated position that the continuing requirement for posts that have been vacant for two years or longer should be reviewed and the posts proposed for retention or abolishment (see A/66/718/Add.16) (para. 48)	UNAMID acknowledges the recommendation and has put in place a system to provide an ageing analysis of all vacant posts so as to determine their status.
While welcoming the establishment of the project management group to oversee all construction and engineering projects, the Advisory Committee notes that the timely implementation of projects remains an issue of concern. The Committee therefore recommends the strengthening of the group's oversight role and functions in order to achieve its intended benefits (para. 53)	UNAMID has established a subcommittee comprising staff from the Procurement Section, the Contract Management Section and the Engineering Section to monitor major construction projects. Standard operating procedures have been developed that empower the project management group to review and approve the engineering construction plan.
Taking into account the planned reductions in both uniformed and civilian personnel, the Advisory Committee expects that the Operation will take steps to align its holdings of information technology equipment with standard ratios and that any holdings in excess of the standard ratios will be justified in the relevant performance report (para. 63)	UNAMID acknowledges the recommendation and has taken steps to address the issue, including by withdrawing excess information technology equipment in use and writing off any obsolete items. In the 2014/15 budget, consideration is given to the reduction in civilian and uniformed personnel and the corresponding reduction in information technology equipment to bring the UNAMID information technology ratio in line with the standard ratio. Any excess equipment held in 2013/14 will be reported in the 2013/14 performance report.
The Advisory Committee stresses the important role played by quick-impact projects in strengthening the link between the missions and local populations, and therefore expresses its concern that the continued delays in the implementation of the projects could have an adverse impact on the achievement of the Operation's objectives in that regard. The Committee urges UNAMID to intensify its efforts to implement the new management structure and processes in order to enhance the timely delivery of projects to the beneficiary communities (para. 66)	A new structure for managing quick-impact projects has been established and operational since 2012. In accordance with this structure, the heads of offices in the sectors are responsible for the general management of quick-impact projects. In addition, a sector-based implementation follow-up team is responsible for monitoring the implementation of ongoing and newly implemented quick-impact projects to ensure the progress of each project. An effective monitoring mechanism is in place for ongoing projects that takes into account adherence to policy directives and guidelines of the Department of Peacekeeping Operations.
The Advisory Committee is concerned at the low implementation rate for these projects and requests the Secretary-General to intensify his efforts in searching for a workable means of expediting the rate of their implementation (para. 67)	Each year, UNAMID organizes 15 workshops (three in each of the five sectors) on quick-impact projects. The workshops, which are directed at the implementing partners, substantive sections, the military and the police, are aimed at reinforcing skills in project management, monitoring, financial reporting and record keeping. These workshops have increased efficiency in terms of project delivery and thereby enhanced the desired impact on beneficiary communities. In addition, UNAMID conducts

Request	*Response*
	a pre-audit exercise on a yearly basis on all approved quick-impact projects in the five sectors to ensure that the procedures put in place under the new governance and implementation structure are being adhered to in an efficient manner for the successful implementation of the approved projects.
While taking note of the specific circumstances of UNAMID, the Advisory Committee reiterates the Board's view that the practice of raising obligations in the last month of the financial year may be an indicator of inadequate budget management (see A/67/5 (Vol. II), chap. II, para. 15) (para. 69)	UNAMID acknowledges the recommendation and has instituted a mechanism whereby self-accounting units are requested to prepare an acquisition plan to ensure that they conduct procurement in accordance with the plan. Furthermore, the Operation has established the end of February as the deadline for raising all procurement requisitions.
The Advisory Committee commends the progress made in the implementation of IPSAS, particularly in the management of property and equipment, and expects that the Operation will maintain this effort until it achieves full compliance (para. 73)	UNAMID acknowledges the recommendation and will make every effort to ensure that all efforts will continue to be made to ensure the proper and effective implementation of IPSAS.
The Advisory Committee takes note of the savings anticipated as a result of prompt payment discounts and requests UNAMID to report on these savings in the relevant performance report. Furthermore, given the scale of procurement activities undertaken across United Nations peacekeeping operations, the Committee expects all missions to take full advantage of such discounts where they are available and, where they do not exist, to use their leverage to obtain them (para. 78)	UNAMID acknowledges the recommendation and will continue to ensure early and judicious settlement of invoices so as to obtain prompt payment. The Operation will also communicate with other missions to generate interest in early payment systems.
The Advisory Committee commends the initiative taken by UNAMID to reduce the environmental impact of its operations. Given the scale and breadth of its activities, the Committee urges UNAMID to consider further initiatives such as materials recycling and other improved waste management practices (para. 79)	UNAMID acknowledges the recommendation and has taken additional initiatives, including wastewater recycling, the conversion of food waste into fertilizer and the digging of sanitary landfills and controlled tipping sites aimed at reducing the negative impact on the environment of its operation in Darfur. To address the negative impacts associated with the generation of wastewater, the mission procured 159 sophisticated wastewater treatment plants that treat sewage wastewater and recycle it so that it can be used to flush toilets, wash cars and fight fires, as well as in construction and tree planting. This has reduced the quantity of wastewater poured on the ground and, in turn, reduced the negative impact on the environment. Furthermore, the mission has adopted an initiative involving the disposal of solid waste in an appropriate manner to prevent environmental pollution and degradation, the conversion of food waste into organic fertilizer and the use of juice boxes, plastic

Request	*Response*
	bags and plastic bottles are used in tree nurseries as part of the production of 500 seedlings a week. Shredded paper is used to produce briquettes, which are used as fuel instead of firewood; by extension, briquettes contribute to reducing the number of trees that are cut, promoting environmental greening and helping to combat the encroachment of deserts. A total of 284 energy-saving stoves, which use the briquettes produced from recycled paper, have been constructed and are used in the Abu Shouk and Dar Al Salam camps for internally displaced persons in El Fasher. UNAMID also constructed sanitary landfills and controlled tipping sites to dispose of solid wastes generated at the large sector Headquarters and at the team sites, while medical waste such as oil is collected and disposed of by a contractor. Other materials, such as scrap metals, electronic waste and car-acid lead batteries, are incinerated.

Annex I

Definitions

A. Terminology related to proposed changes in human resources

The following terms have been applied with respect to proposed changes in human resources (see sect. I of the present report):

- **Post establishment**: a new post is proposed to be established when additional resources are necessary and when it is not possible to redeploy resources from other offices or otherwise accommodate specific activities from within existing resources.
- **Post reassignment**: an approved post that was intended to cover a certain function is proposed to implement other priority mandated activities unrelated to the original function. While a post reassignment may involve a change of location or office, it does not change the category or level of the post.
- **Post redeployment**: an approved post is proposed to be redeployed to cover comparable or related functions in another office.
- **Post reclassification**: an approved post is proposed to be reclassified (upgraded or downgraded) when the duties and responsibilities of the post have changed substantially.
- **Post abolishment**: an approved post is proposed to be abolished if it is no longer needed to implement the activities for which it was approved or to implement other priority mandated activities within the mission.
- **Post conversion**: three possible options for post conversion are as follows:
  - Conversion of general temporary assistance positions to posts: approved positions financed under general temporary assistance are proposed for conversion to posts if the functions being performed are of a continuing nature.
  - Conversion of individual contractors or individuals on procurement contracts to national staff posts: taking into account the continuing nature of certain functions, in line with section VIII, paragraph 11, of General Assembly resolution 59/296, individual contractors or individuals on procurement contracts are proposed for conversion to national staff posts.
  - Conversion of international staff posts to national staff posts: approved international staff posts are proposed for conversion to national staff posts.

B. Terminology related to variance analysis

Section III of the present report indicates the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

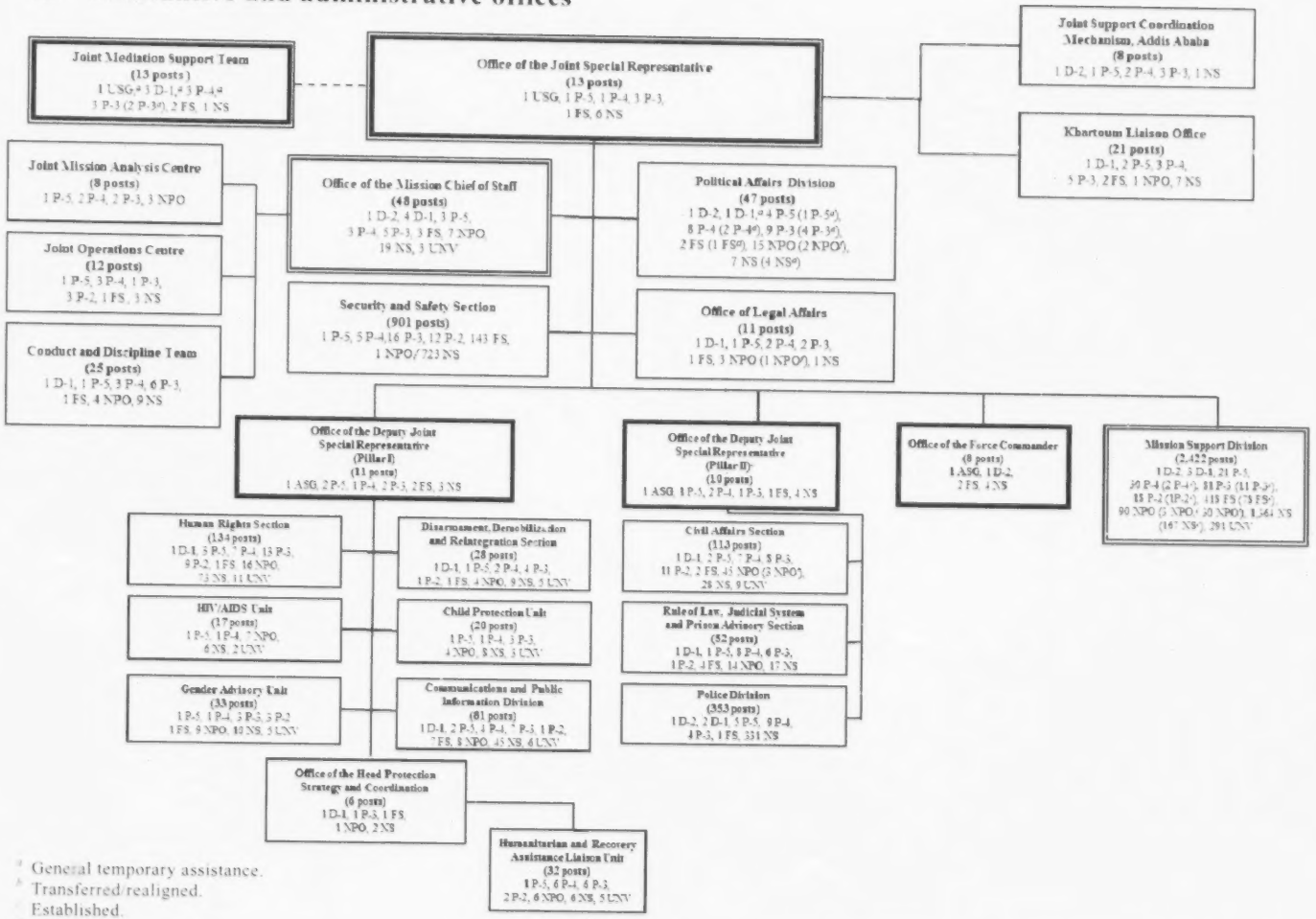
- **Mandate**: variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate

- **External**: variances caused by parties or situations external to the United Nations
- **Cost parameters**: variances caused by United Nations regulations, rules and policies
- **Management**: variances caused by management actions to achieve planned results more effectively (e.g. by reprioritizing or adding certain outputs) or efficiently (e.g. by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g. by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment)

Annex II

Organization charts[a]

A. Substantive and administrative offices

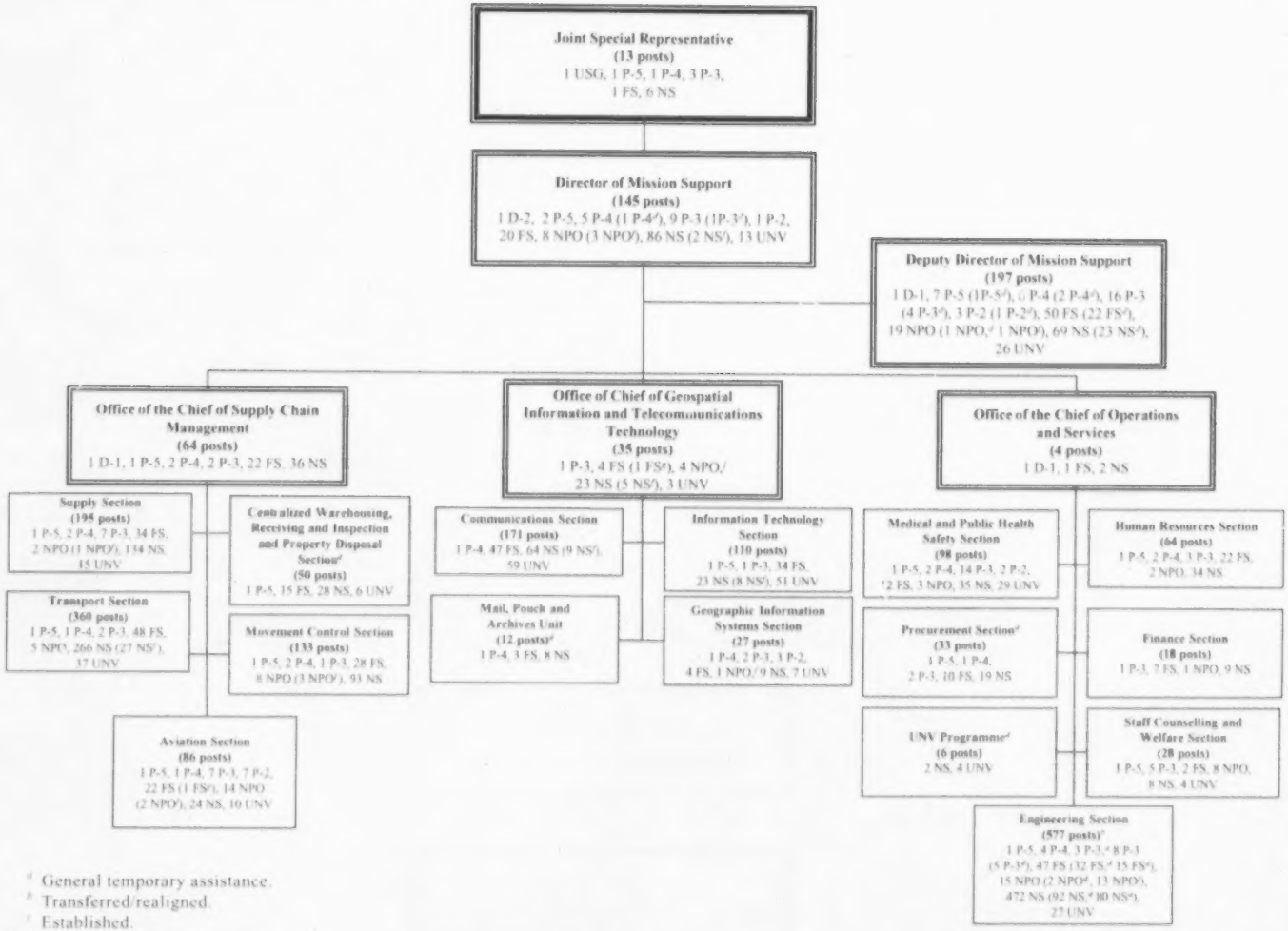

Joint Mediation Support Team
(13 posts)
1 USG,[a] 3 D-1,[a] 3 P-4,[a]
3 P-3 (2 P-3[b]), 2 FS, 1 NS
Office of the Joint Special Representative
(13 posts)
1 USG, 1 P-5, 1 P-4, 3 P-3,
1 FS, 6 NS
Joint Support Coordination Mechanism, Addis Ababa
(8 posts)
1 D-2, 1 P-5, 2 P-4, 3 P-3, 1 NS
Khartoum Liaison Office
(21 posts)
1 D-1, 2 P-5, 3 P-4,
5 P-3, 2 FS, 1 NPO, 7 NS
Joint Mission Analysis Centre
(8 posts)
1 P-5, 2 P-4, 2 P-3, 3 NPO
Joint Operations Centre
(12 posts)
1 P-5, 3 P-4, 1 P-3,
3 P-2, 1 FS, 3 NS
Conduct and Discipline Team
(25 posts)
1 D-1, 1 P-5, 3 P-4, 6 P-3,
1 FS, 4 NPO, 9 NS
Office of the Mission Chief of Staff
(48 posts)
1 D-2, 4 D-1, 3 P-5,
3 P-4, 5 P-3, 3 FS, 7 NPO,
19 NS, 3 UNV
Security and Safety Section
(901 posts)
1 P-5, 5 P-4,16 P-3, 12 P-2, 143 FS,
1 NPO,[c] 723 NS
Political Affairs Division
(47 posts)
1 D-2, 1 D-1,[a] 4 P-5 (1 P-5[a]),
8 P-4 (2 P-4[a]), 9 P-3 (4 P-3[a]),
2 FS (1 FS[a]), 15 NPO (2 NPO[c]),
7 NS (4 NS[a])
Office of Legal Affairs
(11 posts)
1 D-1, 1 P-5, 2 P-4, 2 P-3,
1 FS, 3 NPO (1 NPO[c]), 1 NS
Office of the Deputy Joint Special Representative (Pillar I)
(11 posts)
1 ASG, 2 P-5, 1 P-4, 2 P-3, 2 FS, 3 NS
Office of the Deputy Joint Special Representative (Pillar II)
(10 posts)
1 ASG, 1 P-5, 2 P-4, 1 P-3, 1 FS, 4 NS
Office of the Force Commander
(8 posts)
1 ASG, 1 D-2,
2 FS, 4 NS
Mission Support Division
(2,422 posts)
1 D-2, 3 D-1, 21 P-5,
30 P-4 (2 P-4[c]), 31 P-3 (11 P-3[c]),
15 P-2 (3 P-2[c]), 115 FS (73 FS[c]),
90 NPO (3 NPO[c], 20 NPO[f]), 1,561 NS
(197 NS[c]), 291 UNV
Human Rights Section
(134 posts)
1 D-1, 5 P-5, 7 P-4, 13 P-3,
9 P-2, 1 FS, 16 NPO,
73 NS, 11 UNV
Disarmament, Demobilization and Reintegration Section
(28 posts)
1 D-1, 1 P-5, 2 P-4, 4 P-3,
1 P-2, 1 FS, 4 NPO, 9 NS, 5 UNV
Civil Affairs Section
(113 posts)
1 D-1, 2 P-5, 7 P-4, 5 P-3,
11 P-2, 2 FS, 45 NPO (3 NPO[c]),
28 NS, 9 UNV
HIV/AIDS Unit
(17 posts)
1 P-5, 1 P-4, 7 NPO,
6 NS, 2 UNV
Child Protection Unit
(20 posts)
1 P-5, 1 P-4, 3 P-3,
4 NPO, 8 NS, 3 UNV
Rule of Law, Judicial System and Prison Advisory Section
(52 posts)
1 D-1, 1 P-5, 8 P-4, 6 P-3,
1 P-2, 4 FS, 14 NPO, 17 NS
Gender Advisory Unit
(33 posts)
1 P-5, 1 P-4, 3 P-3, 5 P-2,
1 FS, 9 NPO, 10 NS, 3 UNV
Communications and Public Information Division
(61 posts)
1 D-1, 2 P-5, 4 P-4, 7 P-3, 1 P-2,
7 FS, 8 NPO, 45 NS, 6 UNV
Police Division
(353 posts)
1 D-2, 2 D-1, 5 P-5, 9 P-4,
4 P-3, 1 FS, 331 NS
Office of the Head Protection Strategy and Coordination
(6 posts)
1 D-1, 1 P-5, 1 FS,
1 NPO, 2 NS
Humanitarian and Recovery Assistance Liaison Unit
(32 posts)
1 P-5, 6 P-4, 6 P-3,
2 P-2, 6 NPO, 6 NS, 5 UNV

[a] General temporary assistance.
[b] Transferred/realigned.
[c] Established.
[d] Redeployed.
[e] Reassigned.
[f] Converted.
[g] Reclassified.

Abbreviations: USG, Under-Secretary-General; ASG, Assistant Secretary-General; FS, Field Service; NS, national General Service staff; NPO, National Professional Officer; UNV, United Nations Volunteer.

B. Mission Support

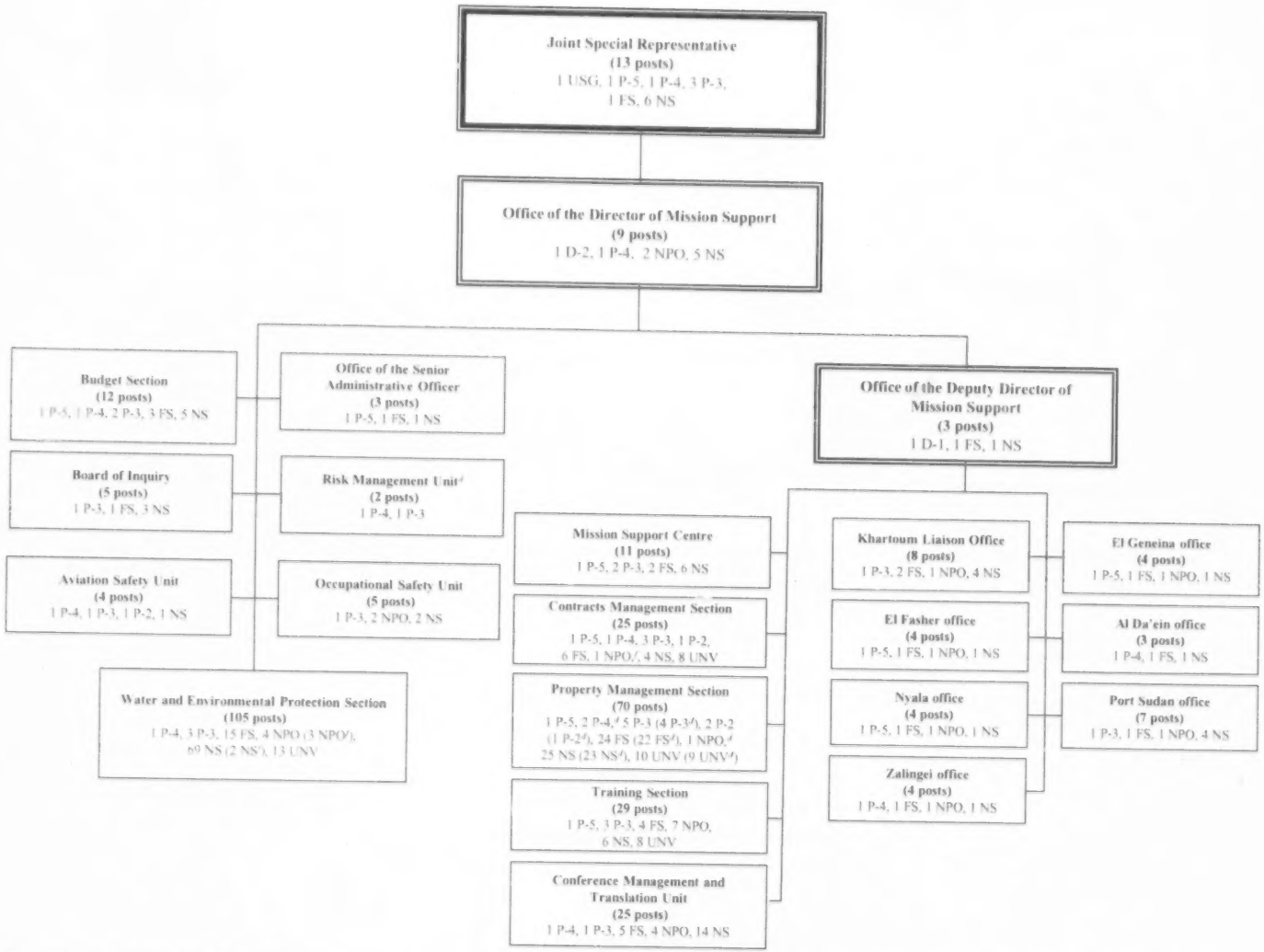
1. Mission Support Division


Joint Special Representative
(13 posts)
1 USG, 1 P-5, 1 P-4, 3 P-3,
1 FS, 6 NS
Director of Mission Support
(145 posts)
1 D-2, 2 P-5, 5 P-4 (1 P-4[d]), 9 P-3 (1P-3[c]), 1 P-2,
20 FS, 8 NPO (3 NPO[b]), 86 NS (2 NS[b]), 13 UNV
Deputy Director of Mission Support
(197 posts)
1 D-1, 7 P-5 (1P-5[b]), 6 P-4 (2 P-4[b]), 16 P-3
(4 P-3[b]), 3 P-2 (1 P-2[b]), 50 FS (22 FS[b]),
19 NPO (1 NPO,[d] 1 NPO[c]), 69 NS (23 NS[b]),
26 UNV
Office of the Chief of Supply Chain Management
(64 posts)
1 D-1, 1 P-5, 2 P-4, 2 P-3, 22 FS, 36 NS
Office of Chief of Geospatial Information and Telecommunications Technology
(35 posts)
1 P-3, 4 FS (1 FS[b]), 4 NPO,/
23 NS (5 NS[b]), 3 UNV
Office of the Chief of Operations and Services
(4 posts)
1 D-1, 1 FS, 2 NS
Supply Section
(195 posts)
1 P-5, 2 P-4, 7 P-3, 34 FS,
2 NPO (1 NPO[b]), 134 NS,
15 UNV
Centralized Warehousing, Receiving and Inspection and Property Disposal Section[e]
(50 posts)
1 P-5, 15 FS, 28 NS, 6 UNV
Transport Section
(360 posts)
1 P-5, 1 P-4, 2 P-3, 48 FS,
5 NPO, 266 NS (27 NS[f]),
37 UNV
Movement Control Section
(133 posts)
1 P-5, 2 P-4, 1 P-3, 28 FS,
8 NPO (3 NPO[b]), 93 NS
Aviation Section
(86 posts)
1 P-5, 1 P-4, 7 P-3, 7 P-2,
22 FS (1 FS[b]), 14 NPO
(2 NPO[b]), 24 NS, 10 UNV
Communications Section
(171 posts)
1 P-4, 47 FS, 64 NS (9 NS[b]),
59 UNV
Information Technology Section
(110 posts)
1 P-5, 1 P-3, 34 FS,
23 NS (8 NS[b]), 51 UNV
Mail, Pouch and Archives Unit
(12 posts)[g]
1 P-4, 3 FS, 8 NS
Geographic Information Systems Section
(27 posts)
1 P-4, 2 P-3, 3 P-2,
4 FS, 1 NPO,/9 NS, 7 UNV
Medical and Public Health Safety Section
(98 posts)
1 P-5, 2 P-4, 14 P-3, 2 P-2,
12 FS, 3 NPO, 35 NS, 29 UNV
Procurement Section[e]
(33 posts)
1 P-5, 1 P-4,
2 P-3, 10 FS, 19 NS
UNV Programme[e]
(6 posts)
2 NS, 4 UNV
Human Resources Section
(64 posts)
1 P-5, 2 P-4, 3 P-3, 22 FS,
2 NPO, 34 NS
Finance Section
(18 posts)
1 P-3, 7 FS, 1 NPO, 9 NS
Staff Counselling and Welfare Section
(28 posts)
1 P-5, 5 P-3, 2 FS, 8 NPO,
8 NS, 4 UNV
Engineering Section
(577 posts)[e]
1 P-5, 4 P-4, 3 P-3,[e] 8 P-3
(5 P-3[b]), 47 FS (32 FS,[e] 15 FS[b]),
15 NPO (2 NPO[b], 13 NPO[b]),
472 NS (92 NS,[e] 80 NS[b]),
27 UNV

[a] General temporary assistance.
[b] Transferred/realigned.
[c] Established.
[d] Redeployed.
[e] Reassigned.
[f] Converted.
[g] Reclassified.

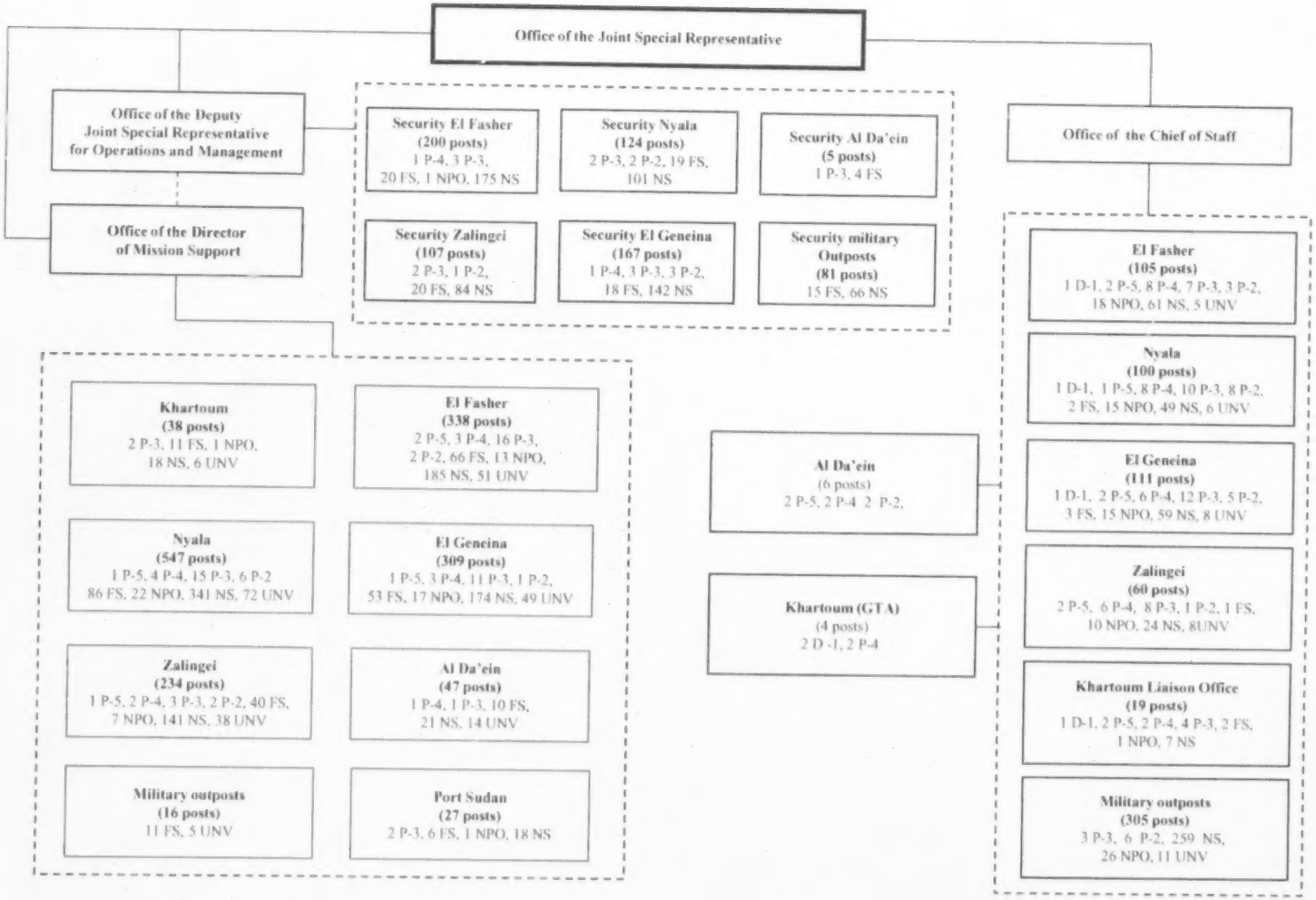
Abbreviations: ASG, Assistant Secretary-General; FS, Field Service; NS, national General Service staff; NPO, National Professional Officer; UNV, United Nations Volunteer.

2. Office of the Director of Mission Support


Joint Special Representative
(13 posts)
1 USG, 1 P-5, 1 P-4, 3 P-3,
1 FS, 6 NS
Office of the Director of Mission Support
(9 posts)
1 D-2, 1 P-4, 2 NPO, 5 NS
Budget Section
(12 posts)
1 P-5, 1 P-4, 2 P-3, 3 FS, 5 NS
Office of the Senior Administrative Officer
(3 posts)
1 P-5, 1 FS, 1 NS
Board of Inquiry
(5 posts)
1 P-3, 1 FS, 3 NS
Risk Management Unit[a]
(2 posts)
1 P-4, 1 P-3
Aviation Safety Unit
(4 posts)
1 P-4, 1 P-3, 1 P-2, 1 NS
Occupational Safety Unit
(5 posts)
1 P-3, 2 NPO, 2 NS
Water and Environmental Protection Section
(105 posts)
1 P-4, 3 P-3, 15 FS, 4 NPO (3 NPO[b]),
69 NS (2 NS[b]), 13 UNV
Office of the Deputy Director of Mission Support
(3 posts)
1 D-1, 1 FS, 1 NS
Mission Support Centre
(11 posts)
1 P-5, 2 P-3, 2 FS, 6 NS
Contracts Management Section
(25 posts)
1 P-5, 1 P-4, 3 P-3, 1 P-2,
6 FS, 1 NPO[c], 4 NS, 8 UNV
Property Management Section
(70 posts)
1 P-5, 2 P-4,[d] 5 P-3 (4 P-3[d]), 2 P-2
(1 P-2[d]), 24 FS (22 FS[d]), 1 NPO,[d]
25 NS (23 NS[d]), 10 UNV (9 UNV[d])
Training Section
(29 posts)
1 P-5, 3 P-3, 4 FS, 7 NPO,
6 NS, 8 UNV
Conference Management and Translation Unit
(25 posts)
1 P-4, 1 P-3, 5 FS, 4 NPO, 14 NS
Khartoum Liaison Office
(8 posts)
1 P-3, 2 FS, 1 NPO, 4 NS
El Fasher office
(4 posts)
1 P-5, 1 FS, 1 NPO, 1 NS
Nyala office
(4 posts)
1 P-5, 1 FS, 1 NPO, 1 NS
Zalingei office
(4 posts)
1 P-4, 1 FS, 1 NPO, 1 NS
El Geneina office
(4 posts)
1 P-5, 1 FS, 1 NPO, 1 NS
Al Da'ein office
(3 posts)
1 P-4, 1 FS, 1 NS
Port Sudan office
(7 posts)
1 P-3, 1 FS, 1 NPO, 4 NS

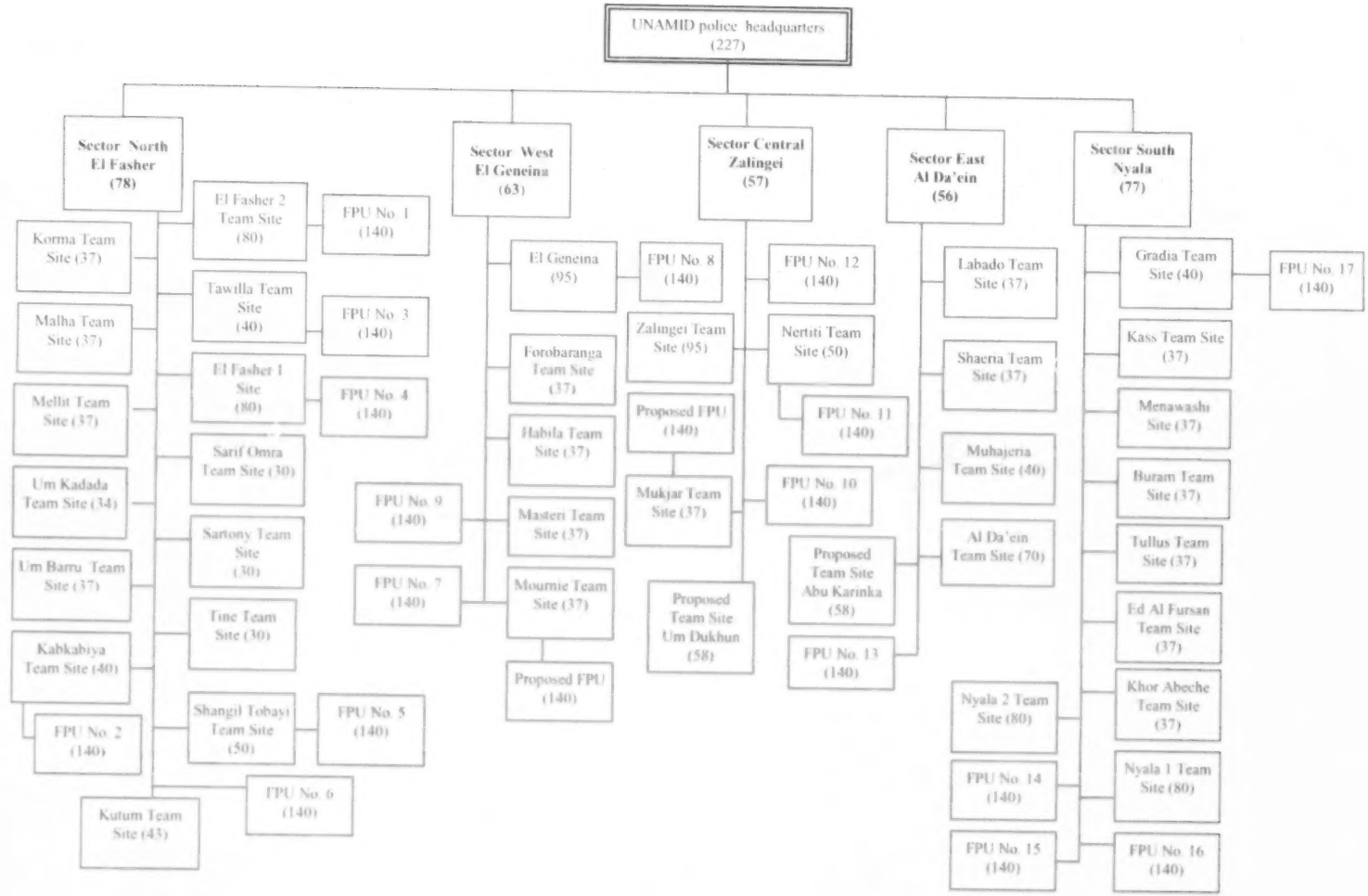
Abbreviations: ASG, Assistant Secretary-General; FS, Field Service; NS, national General Service staff; NPO, National Professional Officers; UNV, United Nations Volunteer.

C. Regional offices and outposts


Office of the Joint Special Representative
Office of the Deputy Joint Special Representative for Operations and Management
Office of the Director of Mission Support
Office of the Chief of Staff
Security El Fasher (200 posts) 1 P-4, 3 P-3, 20 FS, 1 NPO, 175 NS
Security Nyala (124 posts) 2 P-3, 2 P-2, 19 FS, 101 NS
Security Al Da'ein (5 posts) 1 P-3, 4 FS
Security Zalingei (107 posts) 2 P-3, 1 P-2, 20 FS, 84 NS
Security El Geneina (167 posts) 1 P-4, 3 P-3, 3 P-2, 18 FS, 142 NS
Security military Outposts (81 posts) 15 FS, 66 NS
Khartoum (38 posts) 2 P-3, 11 FS, 1 NPO, 18 NS, 6 UNV
El Fasher (338 posts) 2 P-5, 3 P-4, 16 P-3, 2 P-2, 66 FS, 13 NPO, 185 NS, 51 UNV
Nyala (547 posts) 1 P-5, 4 P-4, 15 P-3, 6 P-2 86 FS, 22 NPO, 341 NS, 72 UNV
El Geneina (309 posts) 1 P-5, 3 P-4, 11 P-3, 1 P-2, 53 FS, 17 NPO, 174 NS, 49 UNV
Zalingei (234 posts) 1 P-5, 2 P-4, 3 P-3, 2 P-2, 40 FS, 7 NPO, 141 NS, 38 UNV
Al Da'ein (47 posts) 1 P-4, 1 P-3, 10 FS, 21 NS, 14 UNV
Military outposts (16 posts) 11 FS, 5 UNV
Port Sudan (27 posts) 2 P-3, 6 FS, 1 NPO, 18 NS
Al Da'ein (6 posts) 2 P-5, 2 P-4 2 P-2,
Khartoum (GTA) (4 posts) 2 D -1, 2 P-4
El Fasher (105 posts) 1 D-1, 2 P-5, 8 P-4, 7 P-3, 3 P-2, 18 NPO, 61 NS, 5 UNV
Nyala (100 posts) 1 D-1, 1 P-5, 8 P-4, 10 P-3, 8 P-2, 2 FS, 15 NPO, 49 NS, 6 UNV
El Geneina (111 posts) 1 D-1, 2 P-5, 6 P-4, 12 P-3, 5 P-2, 3 FS, 15 NPO, 59 NS, 8 UNV
Zalingei (60 posts) 2 P-5, 6 P-4, 8 P-3, 1 P-2, 1 FS, 10 NPO, 24 NS, 8UNV
Khartoum Liaison Office (19 posts) 1 D-1, 2 P-5, 2 P-4, 4 P-3, 2 FS, 1 NPO, 7 NS
Military outposts (305 posts) 3 P-3, 6 P-2, 259 NS, 26 NPO, 11 UNV

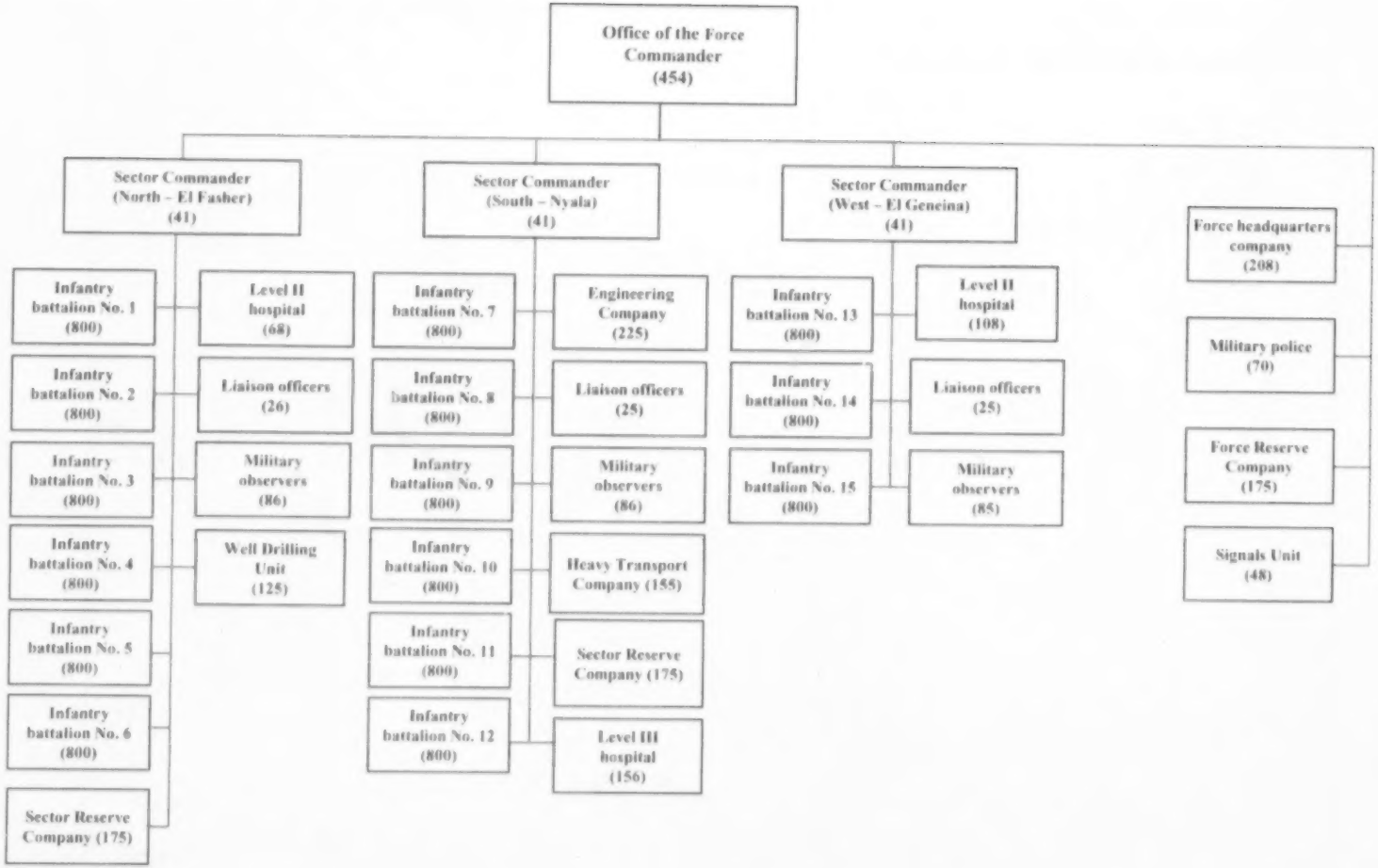
Abbreviations: USG, Under-Secretary-General; ASG, Assistant Secretary-General; FS, Field Service; GS, General Service staff (Other Level); NS, national General Service staff; NPO, National Professional Officers; UNV, United Nations Volunteer.

D.Police structure


UNAMID police headquarters (227)
Sector North El Fasher (78)
Sector West El Geneina (63)
Sector Central Zalingei (57)
Sector East Al Da'ein (56)
Sector South Nyala (77)
El Fasher 2 Team Site (80)
FPU No. 1 (140)
Korma Team Site (37)
Tawilla Team Site (40)
FPU No. 3 (140)
Malha Team Site (37)
El Fasher 1 Site (80)
FPU No. 4 (140)
Mellit Team Site (37)
Sarif Omra Team Site (30)
Um Kadada Team Site (34)
Sartony Team Site (30)
Um Barru Team Site (37)
Tine Team Site (30)
Kabkabiya Team Site (40)
Shangil Tobaya Team Site (50)
FPU No. 5 (140)
FPU No. 2 (140)
Kutum Team Site (43)
FPU No. 6 (140)
El Geneina (95)
FPU No. 8 (140)
Forobaranga Team Site (37)
Habila Team Site (37)
FPU No. 9 (140)
Masteri Team Site (37)
FPU No. 7 (140)
Mourmie Team Site (37)
Proposed FPU (140)
Zalingei Team Site (95)
Proposed FPU (140)
Mukjar Team Site (37)
Proposed Team Site Um Dukhun (58)
FPU No. 12 (140)
Nertiti Team Site (50)
FPU No. 11 (140)
FPU No. 10 (140)
Proposed Team Site Abu Karinka (58)
FPU No. 13 (140)
Labado Team Site (37)
Shaeria Team Site (37)
Muhajeria Team Site (40)
Al Da'ein Team Site (70)
Nyala 2 Team Site (80)
FPU No. 14 (140)
FPU No. 15 (140)
Gradia Team Site (40)
FPU No. 17 (140)
Kass Team Site (37)
Menawashi Site (37)
Buram Team Site (37)
Tullus Team Site (37)
Ed Al Fursan Team Site (37)
Khor Abeche Team Site (37)
Nyala 1 Team Site (80)
FPU No. 16 (140)

Abbreviation: FPU, Formed Police Units.

E. Military structure


Office of the Force Commander (454)
Sector Commander (North – El Fasher) (41)
Sector Commander (South – Nyala) (41)
Sector Commander (West – El Geneina) (41)
Force headquarters company (208)
Infantry battalion No. 1 (800)
Infantry battalion No. 2 (800)
Infantry battalion No. 3 (800)
Infantry battalion No. 4 (800)
Infantry battalion No. 5 (800)
Infantry battalion No. 6 (800)
Sector Reserve Company (175)
Level II hospital (68)
Liaison officers (26)
Military observers (86)
Well Drilling Unit (125)
Infantry battalion No. 7 (800)
Infantry battalion No. 8 (800)
Infantry battalion No. 9 (800)
Infantry battalion No. 10 (800)
Infantry battalion No. 11 (800)
Infantry battalion No. 12 (800)
Engineering Company (225)
Liaison officers (25)
Military observers (86)
Heavy Transport Company (155)
Sector Reserve Company (175)
Level III hospital (156)
Infantry battalion No. 13 (800)
Infantry battalion No. 14 (800)
Infantry battalion No. 15 (800)
Level II hospital (108)
Liaison officers (25)
Military observers (85)
Military police (70)
Force Reserve Company (175)
Signals Unit (48)

Map

UNAMID
January 2014
Inter-sector boundary
International boundary
State boundary
Airport
Main road
Railroad
Deployment less than Platoon strength is not shown on map, and UNPOL locations are not indicated
0 100 200 km
0 100 mi
El Geneina
Habila
Sector NORTH
Sector WEST
Sector SOUTH
SUDAN
CHAD
CENTRAL AFRICAN REPUBLIC
SOUTH SUDAN
El Fasher and adjacent Zam Zam
Nyala
Umm Barru
Tine
Kulum
Melit
Malha
Korma
El Fasher
Umm Kadada
El Sireaf
Kabkabiya
Saraf Omra
Sortony
Tawila
Masteri
Mourmeï
Zalingei
Nertiti
Shangil Tobay
Menawashi
Kas
Khor Abeche
Shaeria
Labado
Muhajeria
Nyala
Forobaranga
Mukhjar
Edd el Fursan
Graida
Tulus
Buram
Al Da'ein
The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.
Final boundary between the Republic of Sudan and the Republic of South Sudan has not yet been determined.
Final status of the Abyei area is not yet determined.
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